



7 TALES OF Empowered HR

See the whole story that lives within your HR data

Qlik®
LEAD WITH DATA™

HR organizations generate a treasure trove of data with the potential to improve business strategy.

Qlik unlocks:



**More effective
workforce
management**



**Optimized
total rewards**



**Strategic
recruitment**

Read on to discover how Qlik is helping HR organizations around the world improve operations and drive measurable business outcomes.



Deploying Qlik to its HR staff has empowered France's leading tenancy management firm to:

- Maximize its processes for staff budgeting with analyses by company, site, agency, and more.
- Enjoy greater agility in adapting its applications to meet changing business requirements.
- Give users dynamic self-service business intelligence.

250

reporting statements
replaced by
1 application

Maintenance
and development
time cut by
87%

“Qlik has transformed our HR reporting process with its instant-analysis and data-browsing capabilities.”

– Frédéric Vinot, Head of Business Intelligence and Infocentres, Groupe SNI



2,000+
users across Harvard

**10s of millions
of rows of data**



HARVARD
UNIVERSITY

Harvard University uses multiple Qlik-powered HR applications to:

- Measure the effectiveness of its \$2.2 billion annual investment in people.
- Maximize the value of its HR systems.
- Interactively explore HR measures across multiple dashboards, from demographics and mobility to benefits and compensation, staffing, retention, and more.

“The associative model of Qlik really solves a lot of problems. It’s not just on the front end that all the magic happens. It’s really on the back end. It’s a data extraction, modeling, and presentation tool that also reveals information that supports thinking the way that your brain works.”

– Ana Bard, Associate Director, HR Analytics and Reporting, Harvard University



This Norway-based hospital deployed a Qlik-powered personnel management solution to:

- Track absenteeism, staffing levels, and leave on a daily basis to identify trends and issues.
- Identify specific demographics experiencing high absenteeism rates to pinpoint solutions.

Employee absenteeism
REDUCED BY
10%

New
applications
deployed in
as little as
1 WEEK

“We had always assumed that a solution that could handle the complex needs of a hospital would be too costly or too resource intensive...
Once we saw Qlik, it became clear to us it was the best solution for the hospital.”

– Andy Hyde, Director of Quality and Innovation, Diakonhjemmet Sykehus



eQuest, one of the world's largest job delivery companies, uses Qlik to:

- Analyze millions of rows of data for its customers and deliver impactful insights.
- Transform the way it offers strategic counsel to its customers.
- Improve customers' choices about recruitment marketing and optimize return on their marketing investment.

80%
REDUCTION
of work effort for one
eQuest HR customer

“The doors have been opened for us by Qlik to deliver key insights to our customers that they couldn't readily get on their own.”

– David Bernstein, Vice President of Big Data for HR Division, eQuest



Offering Qlik as a dynamic and flexible tool for reporting and analysis of personnel administration information has enabled ADP Nederland BV to:

- Provide its clients with business intelligence that meets their unique reporting and analysis needs.
- Give HR professionals the tools they need to directly contribute to corporate results.

2,500+
customers using Qlik
to analyze personnel
information

“Offering Qlik as a reporting and analysis tool for our personnel information management systems results in high customer satisfaction and distinctiveness from our competition.”

– Hein Brockhoff, CEO , ADP Nederland BV

Data on
160,000
AGENTS



France's national railway
uses Qlik to:

- Analyze absenteeism with visualization indicators on an interactive map.
- Monitor staff against agent resources and payroll.
- Gain true predictive employment management, anticipating training and recruitment.

Time to value:
3 WEEKS
to create
application
prototype

94%
satisfaction rating
among users

“Before Qlik, this type of analysis was very laborious, or simply impossible.” – Hervé Genty, Project Management Labor Analytics, SNCF



100s
OF USERS
across 3 continents



This Hong Kong-based global supply chain conglomerate uses Qlik to:

- Provide easy-to-use dashboards that let HR professionals around the world analyze employee data.
- Benefit from robust reporting that highlights nearly any view of the data that HR deems important.
- Better analyze headcount and manage resources.

“Apart from reasonable costs to the company, Qlik also offers a different approach to doing things—it’s less static reporting and more dynamic data analysis.”

– Peter Blanks, CIO Asia Pacific, Noble Group

The number one barrier to producing talent analytics

for most organizations is a lack of people resources that understand how to interpret analytics and turn them into actionable insights.*

With Qlik, this barrier is gone.



* Moon, Michael M. Talent Analytics: Where Are We Now? Boston, Aberdeen Group, 2015
http://v1.aberdeen.com/launch/report/research_report/10459-RR-talent-analytics-insights.asp

Qlik for HR

Qlik makes it easy for non-technical users to explore HR data and instantly understand which factors are related and which are not.

Highly intuitive visualizations provide a summarized view of key performance indicators in interactive charts and graphs.

HR professionals can click and explore trends and test plans, then easily share and collaborate on their explorations.



Gain insight into:



Workforce management

- Optimize employee management and succession planning.
- Analyze staffing resources and onboarding.
- Assess training and education offerings.
- Monitor productivity trends and improve workplace relations.



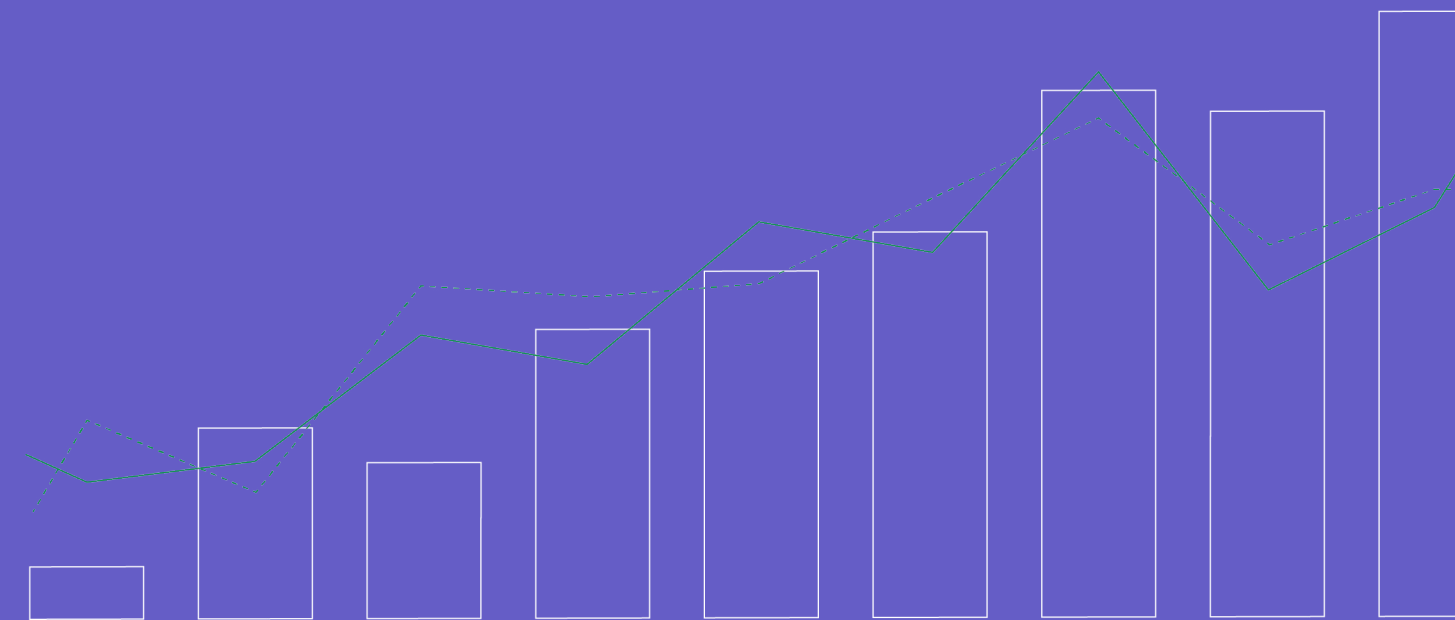
Total rewards

- Control staffing efficiency, benefit offerings and labor costs.
- Analyze compensation vs. performance.
- Enable benefit and payroll forecasting.
- Get a holistic view of total rewards from disparate sources.



Enhanced recruitment

- Streamline recruitment and documentation.
- Decrease turnover.
- Enhance employee leads and find better quality candidates.
- Increase internal engagement and productivity.
- Improve organizational forecasting.





Our talent?
Helping you optimize
your talent.

Explore our solutions for HR at
qlik.com/hr

ABOUT QLIK

Qlik's vision is a data-literate world, where everyone can use data and analytics to improve decision-making and solve their most challenging problems. Qlik provides an end-to-end, real-time data integration and analytics platform to close the gaps between data, insights and action. By transforming data into active intelligence, businesses can drive better decisions, improve revenue and profitability, and optimize customer relationships. Qlik does business in more than 100 countries and serves over 50,000 customers around the world.

