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SOLUTION

KMS provided the company with various dashboards to analyze Human Resources KPIs.

Analysis Areas	Sample Reports
Staff Profile and general analysis	<ul style="list-style-type: none"> Staff Strength by a number of attributes Stability Index Cohort Analysis
Awards and Benefits	List of Staff Nominated/Awarded, Flexi-benefits utilization, Detailed report, Claim Trend, Benefits Administration
Leave	Absenteeism Rate/Non-Absenteeism Rate, Leave Trend
Payroll	Manpower Cost, Promotion Increment, Merit Increment, Average Increment, Starting pay, Cost by Division/Department
Scholarship/Sponsorship	Scholarship/Sponsorship staff profile, Investment on Scholar/Sponsor
Develop, Deploy, Perform	High Potential Staff, Expenditure, Staff Movement., Performance/Competency Rating, Promotion Trend, promotion List
Learning Module (Training)	Learning Key Indicators, Learning Utilization, Learning Evaluation, post Course Performance
Manpower Planning/Recruitment	Recruitment Cost, inflow, Time to Fill, Medical Clearance, Security Clearance, Inflow
Leaving Service	Outflow, Attrition Rate, Turnover rate
Customer Satisfaction Survey	Customer Satisfaction Survey analysis
HRM Metrics	Metrics across all the HR Domains