



# Microsoft Power BI for HR

Microsoft Power BI:  
Insight at the point of impact



# HR have a greater need for data analytics

"HR is increasingly dependent on big data to inform strategic decisions. We need to stay informed of staffing costs, performance, retention rates, and so many other things. It's a lot to pull together. Power BI helps us deliver results quickly and easily without compromising quality."

Dawn Klinghoffer  
Senior Director  
Microsoft HR Business Insights

# Challenges prevent many from realizing the business potential of data

## Common challenges



### **Silo'd data & tools**

Accessing and consolidating data from disparate sources into a single location is a hassle



### **Manual manipulation**

Finding the right data and managing reports keeps HR from engaging in more strategic activities



### **Poor visibility**

Executives don't get visibility into staffing gaps, turnover rates or recruiting pipeline with enough time to take strategic action



### **IT coding required**

Depending on IT to develop queries, dashboards or reports is expensive and time-consuming



### **Complex reporting**

Combining unlike data types, such as actuals and forecasts is complex, making it difficult to get a holistic picture of headcount needs



### **Limited mobile access**

Dashboards are only viewable on a PC, making it harder to keep your entire team informed while on-the-go

# Get the most out of your data with Power BI



## Accelerate

### Get results faster

**Speed time to insight** by viewing all your data in one place

**Get fast answers with intuitive data exploration** – ask questions of your data and Power BI generates visual answers

**Connect to a growing number of on-premises and cloud data sources** using Power BI Desktop and design your own reports quickly and easily



## Transform

### Be more strategic

**Get insights that drive action** by analyzing your Excel-based data in new ways – Power BI seamlessly integrates with Microsoft Excel

**Provide leaders with operational line of sight** into top-level results and the underlying details

**Use dynamic, interactive reports** to make discoveries such as headcount needs or an unexpected increase in turnover rates



## Collaborate

### Work together more effectively

**Share dashboards and reports securely** within your organization in a few clicks

**Build interactive reports, dashboards and visualizations to get 360° views** of your business without the need for IT involvement

**Collaborate on the go** with mobile apps for Windows, iOS and Android

Power BI – Experience your data. Any data, any way, anywhere.

# Capabilities that help your business across your people analytics



## Prepare

- **Connect, clean up and process** huge volumes of data from Financial apps, recruiting systems, and many more simultaneously
- **Design data models** optimized to query and aggregate data in large volumes
- **Use Quick measures for common calculations**, like aggregates, time-intelligence based functions, and running totals



## Analyze

- **Analyze your staffing funnel** using drilldown capabilities to better understand your recruiting pipeline or time-to-fill metrics
- **Leverage built-in analytics** using Quick Insights and R Integration, to understand correlation, regression, and trends
- **Avoid staffing shortages** by analyzing current demand forecasts and retention rates alongside historical trend data to better anticipate needs



## Visualize and communicate

- **Improve storytelling capabilities** using bookmarks and pre-defined views of data for key stakeholders
- **Leverage valuable data from your Excel reports**, ranging from pivots to complex tables
- **Accelerate insights with pre-built reports** for services like Microsoft Dynamics CRM, Sage, and SAP
- **Share insights securely with HR management**, such as salaries, retention rates and open requisitions

# Power BI helps you overcome key challenges across common HR scenarios

Demand Planning



Benefits, Rewards & Compensation



Recruiting & Retention



*Microsoft Power BI empowers HR to get more value from their data by translating data into insight at the point of impact*

# Facilitate demand planning



## How Power BI helps



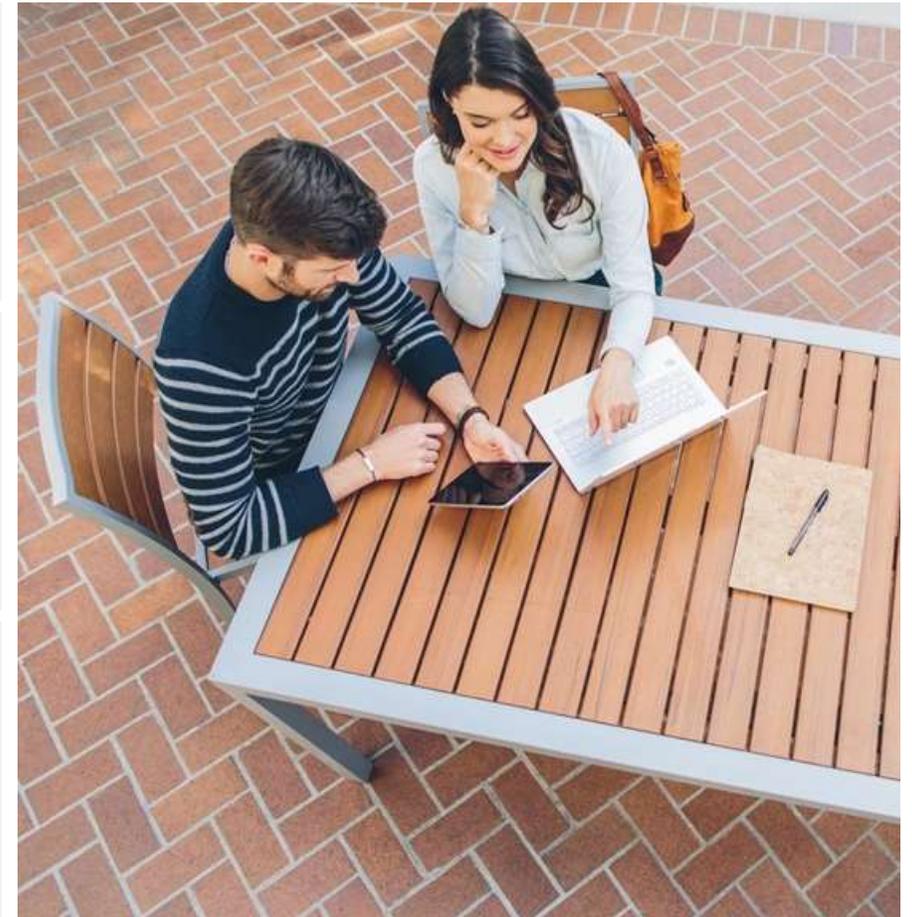
**Combine all of your people data into a single dashboard** for easier viewing and manipulation to drive greater insight into your business



**Get important updates quickly**, such as unplanned changes to budget or headcount, with real-time data refresh and custom mobile alerts



**Investigate demand planning anomalies quickly** and easily by clicking into detailed reports directly from your dashboard, or by leveraging the search-engine-like capability to ask questions of your data and get immediate answers



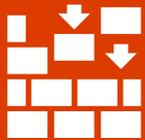
# Monitor benefits, rewards & compensation more closely



## How Power BI helps



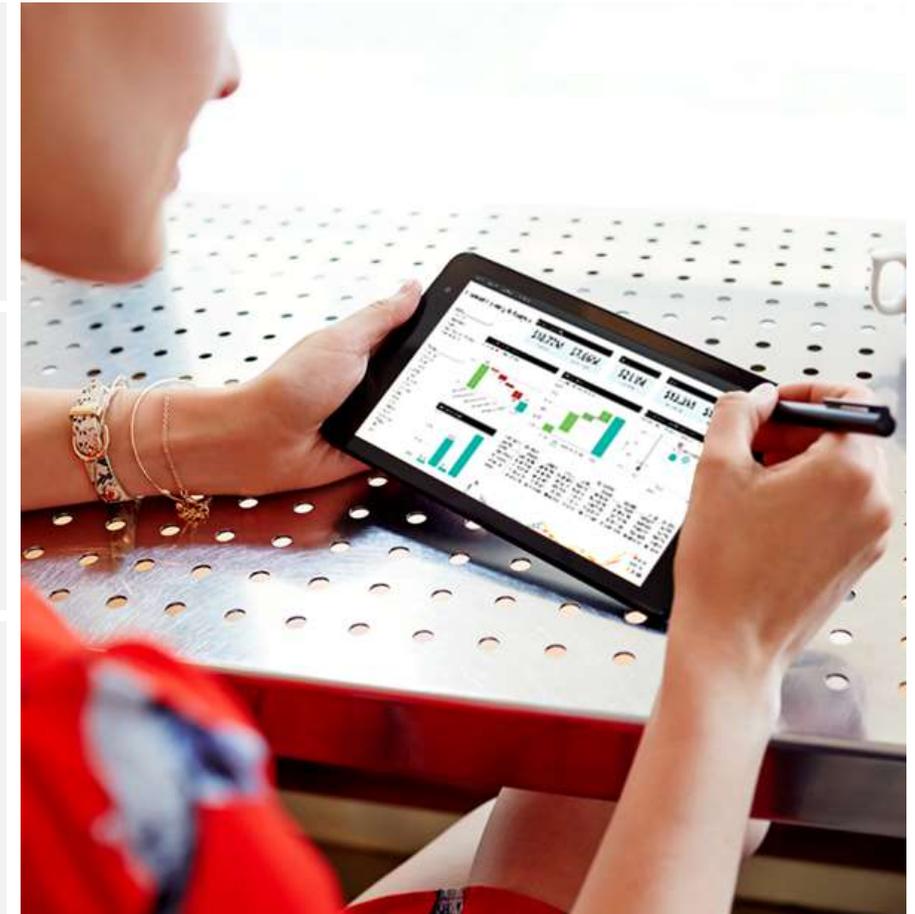
**Combine disparate HR reports in one view** by seamlessly connecting to both on-premises and cloud-based data sources, such as Human Capital Management systems and recruiting platforms



**Report on the rewards and compensation metrics you care about** by creating visualizations and custom dashboards instantly, instead of being locked into pre-built vendor solutions



**Investigate unexpected spikes in benefit usage** or other areas of interest by instantly diving into underlying reports directly from your dashboard



# Gain visibility into recruiting & retention



## How Power BI helps



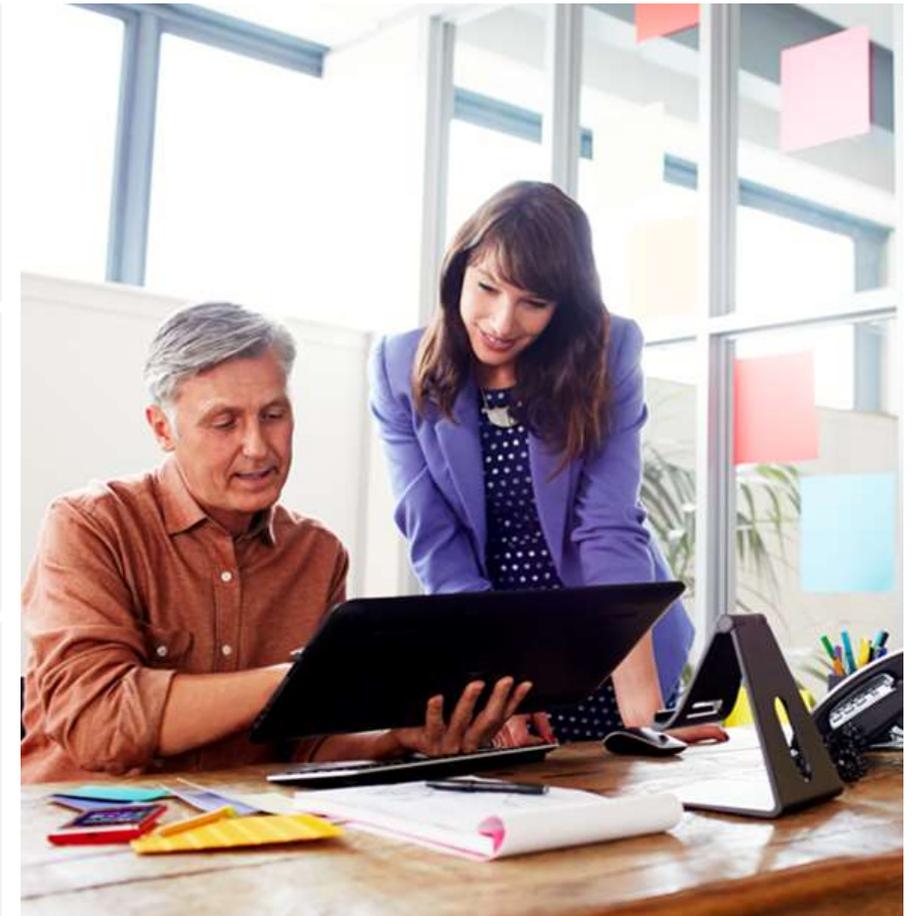
**Combine data from financial apps and recruiting systems** into custom reports in just minutes, leveraging rich visualizations that drive faster time to insight



**Explore your staffing funnel or recruiter performance** with an intuitive search-engine format that lets you ask questions of your data and get instant, visual answers



**Stay informed of fluctuations in key metrics**, like when retention rates fall below a certain threshold or key positions are filled by setting up mobile notifications



# Power BI differentiators

## Mobile



Set up mobile alerts so you'll know anytime something important changes

## Pre-built dashboards



Leverage pre-built dashboards and reports for SaaS solutions that you can load in four clicks

## On-premises connection



View on-premises data in Power BI without moving any data to the cloud

## Real-time data



Stay current anytime your data changes with real-time dashboards and reports

# Power BI Security

## Overview



The Power BI service is built on Azure, which is Microsoft's cloud computing infrastructure and platform. The Power BI service architecture is based on two clusters – the Web Front End (WFE) cluster and the Back End cluster. The WFE cluster is responsible for initial connection and authentication to the Power BI service, and once authenticated, the Back End handles all subsequent user interactions. Power BI uses Azure Active Directory (AAD) to store and manage user identities, and manages the storage of data and metadata using Azure BLOB and Azure SQL Database, respectively.

Platform security for Power BI also includes multi-tenant environment security, networking security, and the ability to add additional AAD-based security measures.

## Data Storage Security



Power BI uses two primary repositories for storing and managing data: Data that is uploaded from users is typically sent to Azure BLOB storage, and all metadata as well as artifacts for the system itself are stored in Azure SQL Database.

## User Authentication



Power BI uses Azure Active Directory ([AAD](#)) to authenticate users who login to the Power BI service, and in turn, uses the Power BI login credentials whenever a user attempt to resources that require authentication.

## Data and Service Security



A user's Power BI login is used by on-premises Active Directory servers to map to a UPN for credentials. However, it's important to note that users are responsible for the data they share: if a user connects to data sources using her credentials, then shares a report (or dashboard, or dataset) based on that data, users with whom the dashboard is shared are not authenticated against the original data source, and will be granted access to the report.

[Click here](#) for more details on PowerBI.com. A detailed technical whitepaper on security is [here](#).

# Power BI helps you realize significant business value



**Increased line of sight into staffing demand,** including headcount needs, recruiting pipeline and ongoing employee performance



**Track cost-per-hire or ROI on training investments,** giving executives opportunities to drive change earlier



**Access all your payroll and benefits data,** including forecasts and actuals, for accelerated decision-making

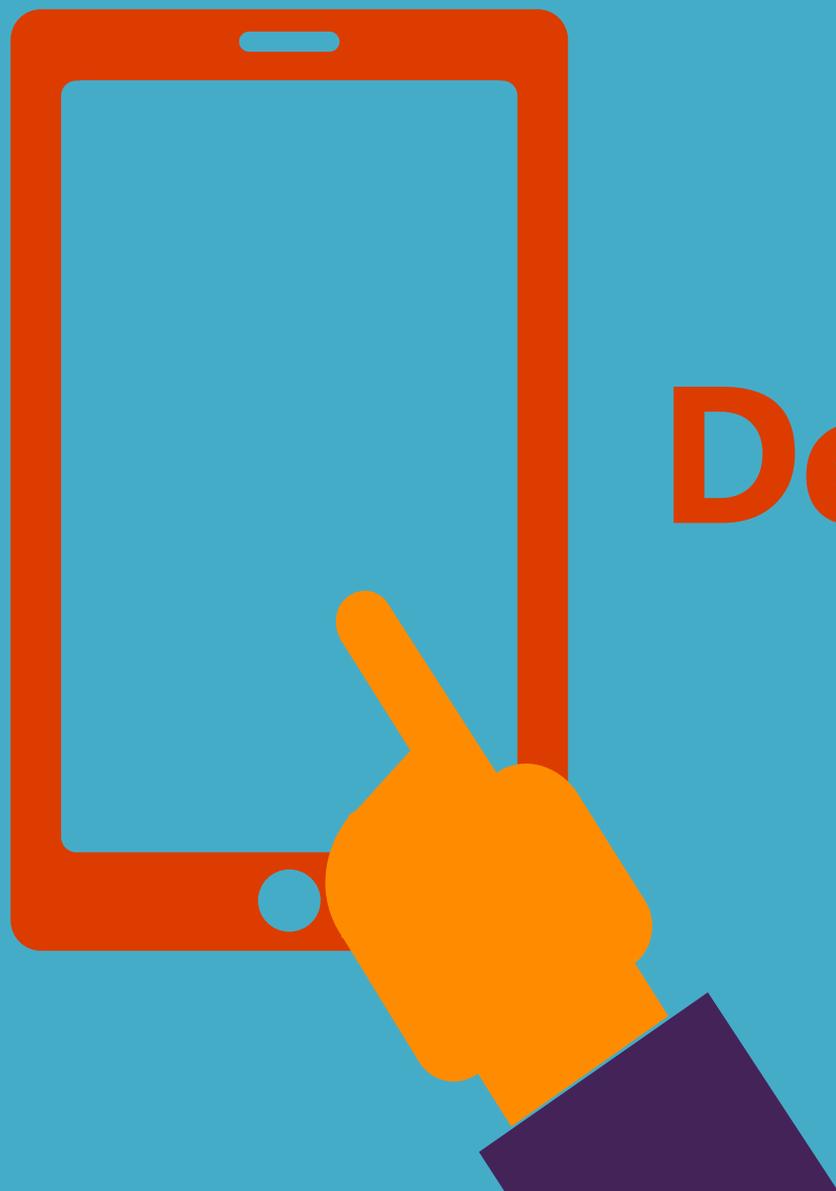


**Optimized resource allocation** with earlier visibility into staff needs and competency gaps



**Investigate employee sentiment and retention rates** for earlier insight into likely behavioral trends





# Demo



Managed  
IT experts

We are here to help you make the most of Microsoft's Power BI for your HR needs.

Contact us today to discuss how you can expand and improve your business with Power BI or to arrange a Demo.

[Email: support@manageditexperts.co.uk](mailto:support@manageditexperts.co.uk)

Call: 01383 722225 or 0131 2081383

Online: [www.manageditexperts.co.uk](http://www.manageditexperts.co.uk)