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QlikView for Human Resources Global People and Organisational Development

How do you monitor the effectiveness and consistency of your personnel and organisation policies in a complex business with a global talent pool? How do you assemble the relevant information from a variety of globally dispersed systems across more than 100 countries? How do you create transparency and access to detail while respecting the privacy of individuals? This global packaged goods manufacturer with a strong commitment to people deployed QlikView to create a fast and flexible solution.

Background The race to develop superior strategic competencies is often partly a race to recruit, develop and retain the best people worldwide. A commitment to people is one of our client's core values. Personnel and organisational development policies are the same across the world. The business units, however, vary in their stages of development. How can the consistency and effectiveness of the application of these policies be assured?

Objectives The objective was to simplify the complex task of monitoring global personnel and organisation development activity.

Solution A QlikView prototype was developed to help the client to understand what sort of metrics could be provided and how they might be presented. The data required for the scorecard was sourced using the extensive data acquisition capabilities built into QlikView. Once the business requirements of the client were clarified they were then translated into a customised QlikView scorecard.

Outcome The rapid and successful deployment of an effective solution to a complex problem confirmed to the client that it should designate QlikView as a strategic business intelligence tool for the enterprise.

Thorogood specialists are experts in the application of business intelligence technologies to business problems and have been providing leading edge applications to blue chip customers for more than twenty years.

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