

Case study



Data Modelling in the Home Office

Harnessing data and analytics to establish a robust baseline of key HR performance data, enabling streamlined reporting and better informed decisions

The Big Issue

To provide Home Office HR with better data analytics for greater strategic insight and actionable outcomes.

There was no established model or framework for producing high quality MI and reporting across HR expert communities and for HR operational delivery.

Insufficient HR data analysis capability led to difficulties measuring organisational effectiveness, a high cost of reporting and ad hoc data requests.

Challenges

There was significant fragmentation and lack of a standardised approach to HR data management, analytics & MI.

Business areas did not have access to data analytics in-house and often provided large raw data sets therefore often reporting in isolation and missing the 'bigger picture'.

Within HR reporting, KPIs/metrics were limited and did not measure process efficiency, business health, maturity or success.

HR was unable to effectively pinpoint future resourcing gaps or measure impact of HR interventions and programme costs.



Our Solution

We provided a process framework and self-service model for data capture, analysis and reporting by creating databases, automated reporting and MI dashboards.



We developed MI dashboards to automate workforce forecasts and model diversity & inclusion impacts



This new information provided profound insights for leaders on effectiveness of specific HR interventions



Working with the Talent Programme has brought together 100+ data points and through automation and data analytics, this is helping to improve tracking and starting to show programme ROI

Customer Benefits

Longer term, HR budget holders will understand where money should be spent and how best to invest in their workforce and build capability.



We are helping to demystify strategic workforce planning, so planners have a better grip on matching resourcing to future business needs



We have demonstrated that reducing silos across data management reduces time and cost of reporting. It creates a richer picture for inclusion and talent management information, which will better inform future programme choices and interventions

Contact:

sscl_advisory_services@soprasteria.com

www.sscl.com

