Ciphr

Ciphr analytics

Find more purpose in your people data

ciphr.com | info@ciphr.com | 01628 814242

Overview

Your HR system holds a great deal of data — the key ingredient for decision making. But to make great decisions, you need to tell great stories. And our HR analytics functionality is here to help you do just that.

Our absence, holiday, organisation, turnover and DEI (diversity, equity and inclusion) analytics dashboards have a variety of customisable filters and datasets. You can easily extract specific reports at the click of a button or explore the pre-configured dashboards containing key measures.

Key features and benefits

HR-specific dashboards

Focus on key employee metrics and provide a quick starting point for common HR queries

Out-of-the-box dashboards

Ready to use, immediately. Eliminate the need for dedicated data teams to build analytics from scratch

Extract and explore views

Create custom reports that simplify complex queries and export to Excel, hassle-free. So you're always ready with answers for your leadership team
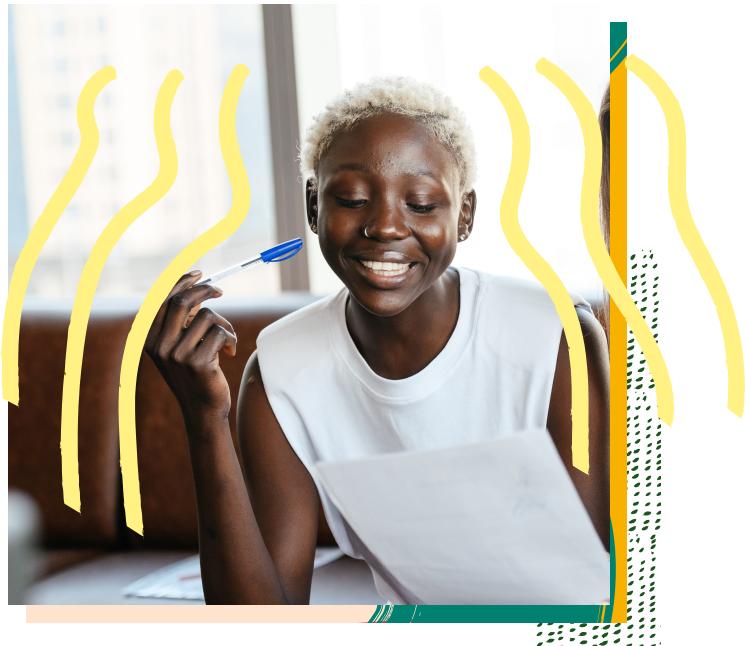
Year-on-year analysis view

Quickly compare past performance without the hassle of data exports

KPI analysis view

Zero in on specific metrics to answer key business questions with precision

Analytics follows the same employee visibility as HR

HR can remain confident that sensitive data stays protected. Users can only see data for their employees

Turnover dashboard

Spot attrition risks and use insights to shape smarter retention strategies

Drill down to underlying data

Instantly see the data behind the summary and boost confidence in your analysis

Dashboards viewable by organisation units setup in HR

Automated aggregate data makes it easy to segment insights by department or division

Dedicated DEI dashboard

Keep sensitive diversity data secure with this special dashboard that restricts filtering on small employee cohorts and no drill down

Historic HR data access

No need to load old data separately. Everything is available from day one   (dependant on your system setup and subscription level)

Interface built for analytical reporting

Designed for deep analysis, you can access filtering and reporting tools easily

Integrated navigation between analytics and HR

Move effortlessly between tools and enjoy a more intuitive, connected suite

Powered by PowerBI

Make better use of the skills in your organisation, help teams get up to speed faster and save valuable time

Benefits for HR teams

▷ Users can only see data for their employees

▷ Encourage strategic, HR-aligned thinking from line managers

▷ Drill down into data with table-based views or explore the bigger picture with graphs

▷ Use custom filters and views to answer ad-hoc questions with confidence

▷ Easily identify and assess historic trends with point-in-time snapshots

▷ Segment data against key attributes

▷ User-defined views help you find the details you really want to see

▷ Save hours on manual data sourcing and analysis

▷ Forecast turnover trends to help with resource planning

Benefits for line managers

▷ Effortlessly switch between high-level views or drill down into the details

▷ Make strategic decisions based on relevant data

▷ Understand holiday entitlement and usage patterns to plan team capacity

▷ Recognise employee and team absence patterns

▷ Enhance your team's compliance with absence policies

▷ Understand how your team contributes to DEI

▷ Drill down into KPIs and have answers at the ready

What's available?

▷ Now: organisation (a holistic view of headcount, salary, tenure, and more across your organisation), turnover, holiday, absence, and DEI analytics

▷ Coming soon*: payroll and performance analytics, summary home dashboard

Ciphr analytics' pre-configured dashboards will help your HR team venture beyond operational reporting. With more dashboards added regularly, you'll be able to access strategic insights that make a meaningful difference to your people strategy.

As detailed in our product roadmap. Subject to change without notice

Ciphr analytics

Ciphr HR analytics: functionality breakdown by tier*

Dashboards	Standard	Professional	Expert
	Organisation, Holiday	Organisation, Holiday, Absence, DEI, Turnover, Performance	Organisation, Holiday, Absence, DEI, Turnover, Performance
Core metrics and filtering	✓	✓	✓
Drilldown to underlying data	✓	✓	✓
Additional KPIs trend analysis	✓	✓	✓
Data extraction (export to Excel & CSV)	✓	✓	✓
Year-on-Year KPIs analysis		✓	✓
Data explorer: advanced manipulation, pivot table and export		✓	✓
Licenced users	3	Unlimited	Unlimited
Data refresh rate	Nightly	Nightly	Hourly
Historical data, in addition to current calendar year	2 years	10 years	No limit

*As detailed in our product roadmap. Subject to change without notice

bsi ISO/IEC 27001 Information Security Management CERTIFIED IS 756156

Citation ISO Certification Quality management ISO 9001:2015 REGISTERED