


Js1

HR+
Wellbeing

HR BUSINESS CASE

USING DATA ANALYTICS TO IMPLEMENT IMPACTFUL
PEOPLE INITIATIVES

INTRODUCTION



WHO ARE
WE?

WE ARE AN EXTERNAL HR &
WELLBEING CONSULTING
COMPANY



WE ARE SUPPORTING +1600
REMOTE EMPLOYEES ACROSS 7
SUBSIDIARIES AND 5
COUNTRIES – GROUP PART AS A
JOINT VENTURE 7 YEARS AGO

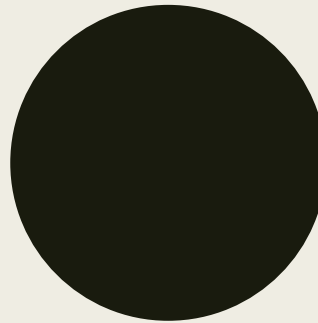


WORKING ON THE
PROFESIONALIZATION OF THE
HR DEPARMENT

WHAT CHALLENGES ARE WE FACING?



NO PROPER EMPLOYEE
DATABASE OR FULL VISIBILITY
OVER THE WHOLE COMPANY
STRUCTURE AT A GLANCE AND
NO HISTORICAL DATA

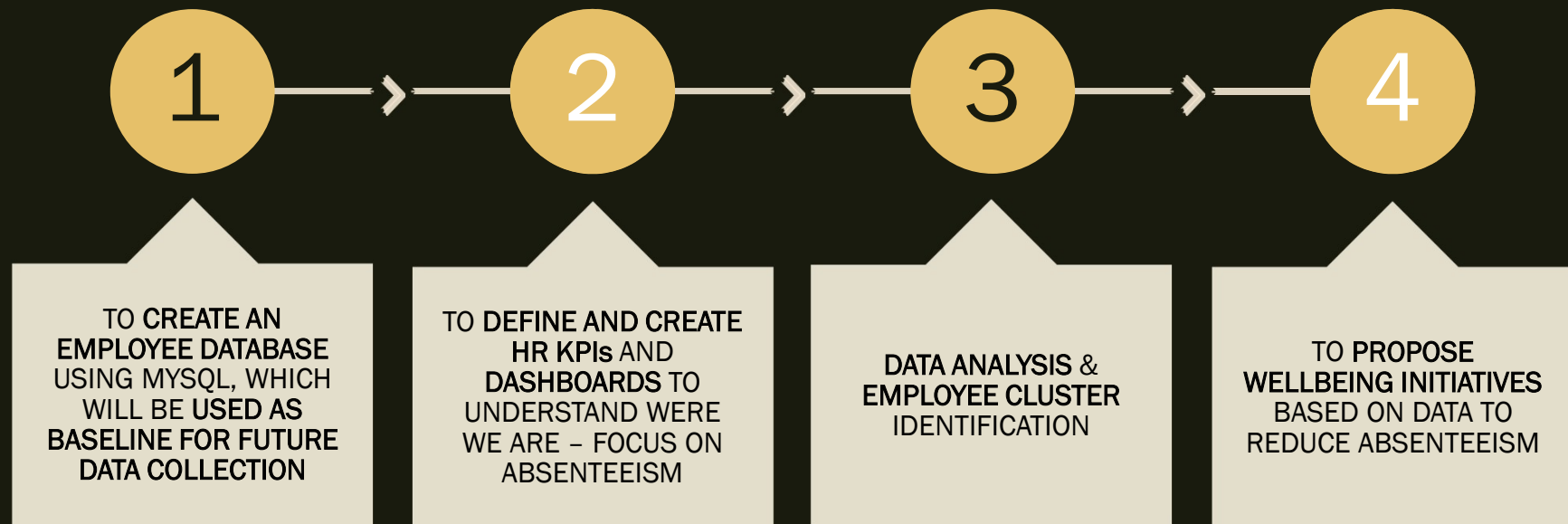


NO VISIBILITY OVER COST OR
THE IMPLICATIONS OF
ABSENTEISM



HR KPI'S NOT ALIGNED ACROSS
THE ORGANISATION AND ONLY
SOME OF THEM MONITORED
(ON GOOGLE SHEETS)

WHAT IS THE SCOPE OF THIS PROJECT?

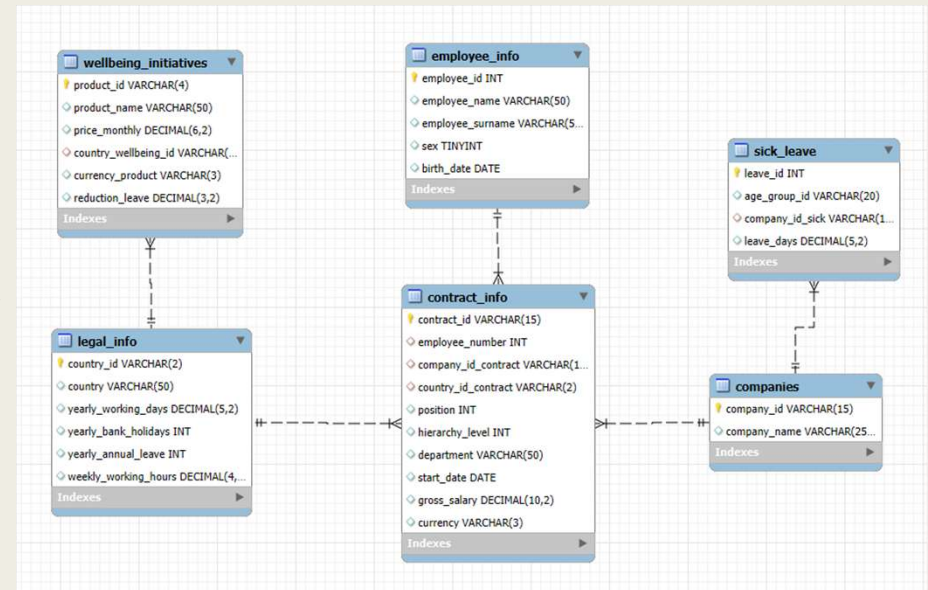


PROJECT KEY INFORMATION

- **HR DATA AVAILABLE :** Current employee demographic and employment data, financial costs, sick leave data based on historical precedents
- **ABSENTEEISM – (SICK + UNJUSTIFIED LEAVE) / WORKING DAYS**
 - *Healthy rate: 1,5% to 2% according to industry standards (CIPD), which is around 8 days per year*
 - *Median in the EU: 3.3%*
- **EMPLOYEE CLUSTERS :** Employees who share similar characteristics (demographic, hierarchical...)

OBJECTIVE 1: Unify and create employee database using MySQL

A	B	C	D	E	F	G	H	I	J	K	L	M
company_id	company_name	employee_id	employee_name	employee_surname	country	department	hierarc	sex	start_date	Seniority in the	Seniority in the	
1	Foxtrot Telecom	1	nomb1	apellido1	Germany	Telecom	6	1	21/02/2018	7.36		
2	Foxtrot Telecom	2	nomb2	apellido2	Germany	Telecom	2	1	23/02/2018	7.35		
3	Echo Engineering	3	nomb3	apellido3	France	Engineering	6	1	28/02/2018	7.34		
4	Foxtrot Telecom	4	nomb4	apellido4	Germany	Telecom	6	1	26/10/2023	7.34		
5	Echo Engineering	5	nomb5	apellido5	Germany	Engineering	6	1	24/04/2021	7.33		
6	Foxtrot Telecom	6	nomb6	apellido6	Spain	Telecom	7	1	11/03/2018	7.31		
7	Alpha Consulting	7	nomb7	apellido7	France	Consulting	6	2	13/03/2018	7.30		
8	Golf Telecom	8	nomb8	apellido8	France	Telecom	2	1	14/03/2018	7.30		
9	Echo Engineering	9	nomb9	apellido9	Italy	Engineering	6	2	16/03/2018	7.30		
10	Foxtrot Telecom	10	nomb10	apellido10	Germany	Telecom	5	1	19/03/2018	7.29		
11	Foxtrot Telecom	11	nomb11	apellido11	Germany	Telecom	7	2	20/03/2018	7.28		
12	Echo Engineering	12	nomb12	apellido12	Italy	Engineering	6	2	22/03/2018	7.28		
13	Echo Engineering	13	nomb13	apellido13	Germany	Engineering	7	1	22/03/2018	7.28		
14	Echo Engineering	14	nomb14	apellido14	France	Engineering	6	1	13/12/2018	6.55		
15	Echo Engineering	15	nomb15	apellido15	Spain	Engineering	6	1	28/03/2018	7.26		
16	Beta Testing	16	nomb16	apellido16	France	Testing	6	2	30/03/2018	7.26		
17	Echo Engineering	17	nomb17	apellido17	Italy	Engineering	7	2	31/03/2018	7.25		
18	Echo Engineering	18	nomb18	apellido18	France	Engineering	6	1	03/04/2018	7.25		
19	Beta Testing	19	nomb19	apellido19	France	Testing	7	2	07/04/2018	7.24		
20	Foxtrot Telecom	20	nomb20	apellido20	Germany	Telecom	7	2	19/07/2018	6.30		
21	Golf Telecom	21	nomb21	apellido21	Italy	Telecom	6	2	09/04/2018	7.23		
22	Alpha Consulting	22	nomb22	apellido22	Spain	Consulting	6	1	09/04/2018	7.23		
23	Alpha Consulting	23	nomb23	apellido23	France	Consulting	6	1	11/04/2018	7.22		
24	Foxtrot Telecom	24	nomb24	apellido24	Germany	Telecom	7	1	12/04/2018	7.22		
25	Foxtrot Telecom	25	nomb25	apellido25	Germany	Telecom	7	1	12/11/2020	7.22		
26	Alpha Consulting	26	nomb26	apellido26	France	Consulting	2	1	15/04/2018	7.21		
27	Delta Support	27	nomb27	apellido27	France	Back Office	7	1	17/04/2018	7.21		
28	Foxtrot Telecom	28	nomb28	apellido28	Germany	Telecom	2	1	19/04/2018	7.20		
29	Alpha Consulting	29	nomb29	apellido29	France	Consulting	4	2	24/05/2025	7.19		
30	Foxtrot Telecom	30	nomb30	apellido30	Germany	Telecom	7	1	27/10/2022	7.19		
31	Echo Engineering	31	nomb31	apellido31	Germany	Engineering	6	1	26/04/2018	7.19		
32	Foxtrot Telecom	32	nomb32	apellido32	Germany	Telecom	7	1	26/04/2018	7.18		
33	Echo Engineering	33	nomb33	apellido33	Ireland	Engineering	7	1	29/09/2021	7.18		
34	Foxtrot Telecom	34	nomb34	apellido34	Germany	Telecom	6	1	25/05/2022	7.18		
35	Golf Telecom	35	nomb35	apellido35	France	Telecom	5	1	30/04/2018	7.17		
36	Foxtrot Telecom	36	nomb36	apellido36	Germany	Telecom	2	1	01/05/2018	7.17		
37	Charlie Engineering	37	nomb37	apellido37	Germany	Engineering	6	1	23/04/2025	7.17		
38	Echo Engineering	38	nomb38	apellido38	Germany	Engineering	6	1	03/05/2018	7.16		
39	Echo Engineering	39	nomb39	apellido39	Italy	Engineering	6	2	07/05/2018	7.15		
40	Foxtrot Telecom	40	nomb40	apellido40	Germany	Telecom	6	1	08/05/2018	7.15		
41	Echo Engineering	41	nomb41	apellido41	Italy	Engineering	7	1	07/07/2022	7.15		
42	Alpha Consulting	42	nomb42	apellido42	Spain	Consulting	1	1	09/05/2018	7.15		
43	Echo Engineering	43	nomb43	apellido43	Italy	Engineering	3	1	28/03/2019	6.26		
44	Echo Engineering	44	nomb44	apellido44	Ireland	Engineering	6	1	15/05/2018	7.13		



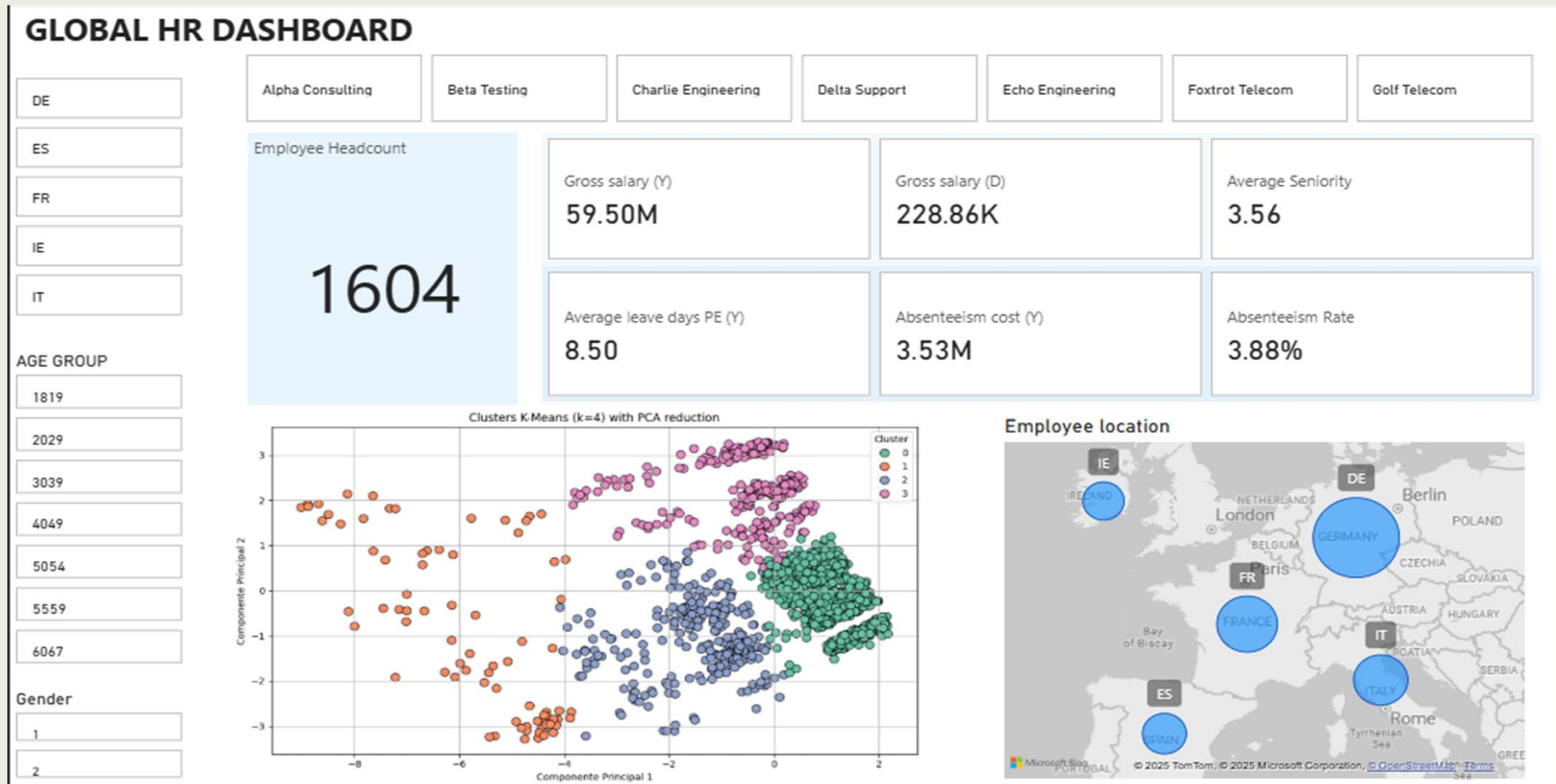
7 different Google sheets files/

Database in MySQL

OBJECTIVE 2: HR KPI'S & Dashboards

- GLOBAL HR DASHBOARD
- HR HEADCOUNT & DEMOGRAPHICS DASHBOARD
- ABSENTEEISM & FINANCIAL DASHBOARD
- OTHER DASHBOARDS (NOT IN THE SCOPE – TO BE ADDED IN THE FUTURE)
 - *PAYROLL DASHBOARD*
 - *PERFORMANCE & USER DASHBOARD*
 - *RECRUITMENT & TALENT*

OBJECTIVE 2: Global HR Dashboard

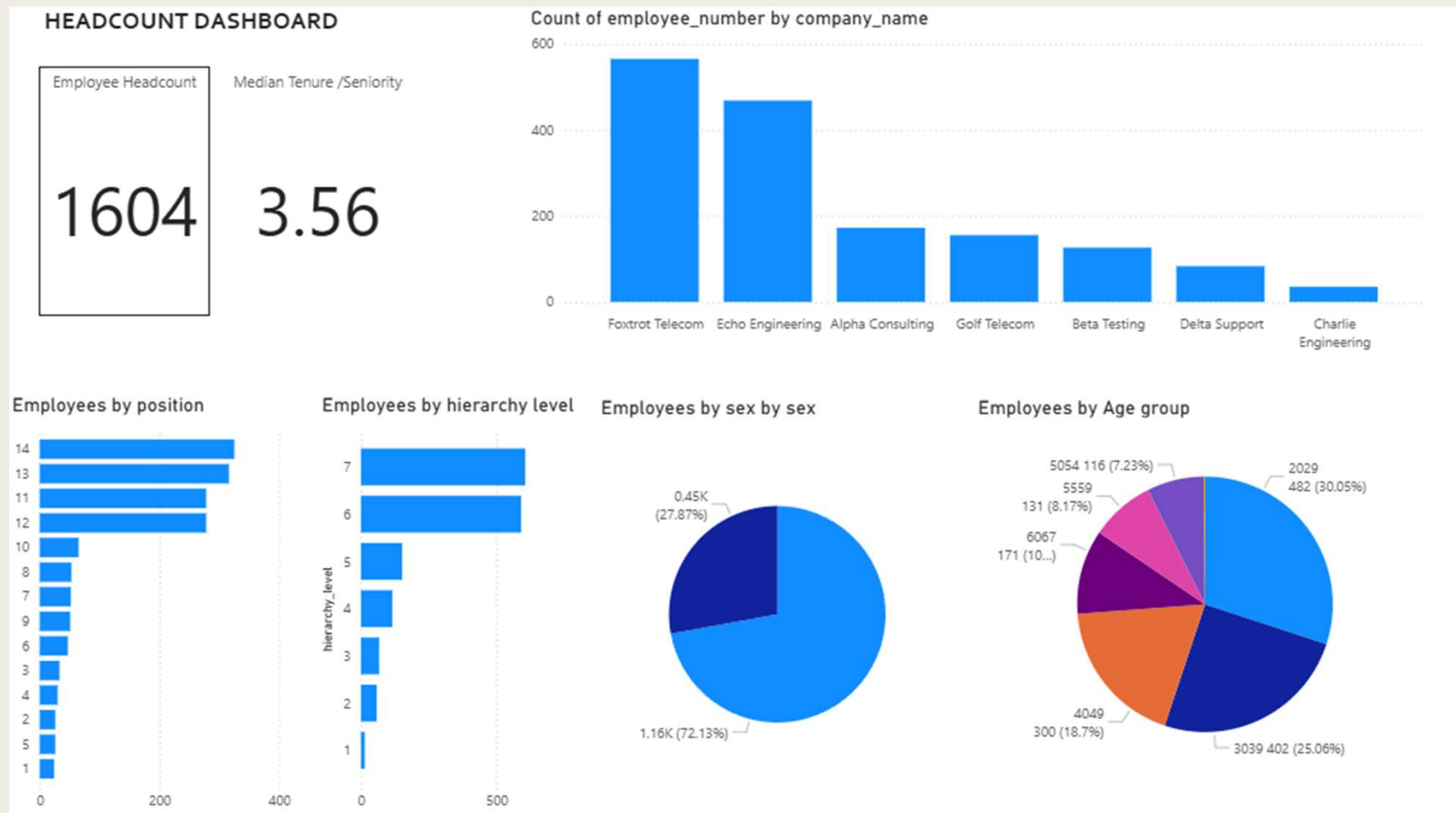


OBJECTIVE 2:

KEY TAKEAWAYS FROM THE HR GLOBAL DASHBOARD

- Germany (DE) is the primary workforce hub, with the largest employee population, followed by France (FR) and Spain (ES).
- The 2 Absenteeism KPI's are higher than the median of the EU. this highlights the financial impact of time off and the need of managing absenteeism proactively.

OBJECTIVE 2: Headcount Dashboard



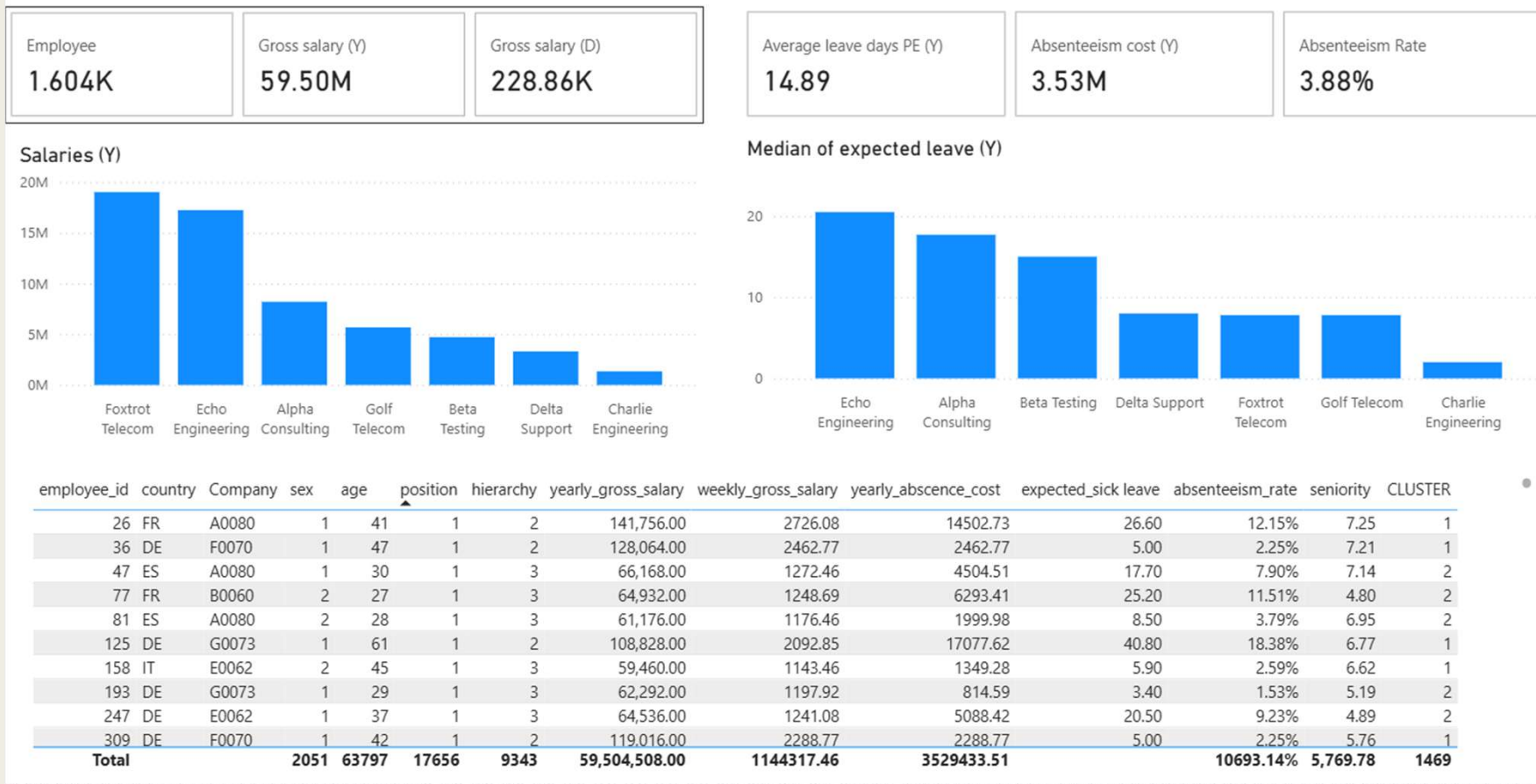
OBJECTIVE 2:

KEY TAKEAWAYS FROM THE HEADCOUNT DASHBOARD

- Employee distribution is **bottom-heavy**, with the majority in entry-level positions (Level 7 and 6). Very few are at senior leadership (Level 1), suggesting a wide base and narrow top—**typical of a growing or operationally heavy organization**.
- The organization has a **young workforce**, with over 55% under the age of 40. This could contribute to energy and innovation but may also require stronger leadership development and mentoring.
- There is a significant **gender imbalance**, with 72% male and 28% female employees. This may highlight an opportunity for gender diversity initiatives, especially in recruitment and leadership development.
- Median tenure **indicates moderate retention**. While this is healthy, efforts to improve long-term engagement and career pathing could strengthen organizational knowledge and reduce turnover.

OBJECTIVE 2: Absenteeism Dashboard

ABSENTEEISM & FINANCIAL DASHBOARD

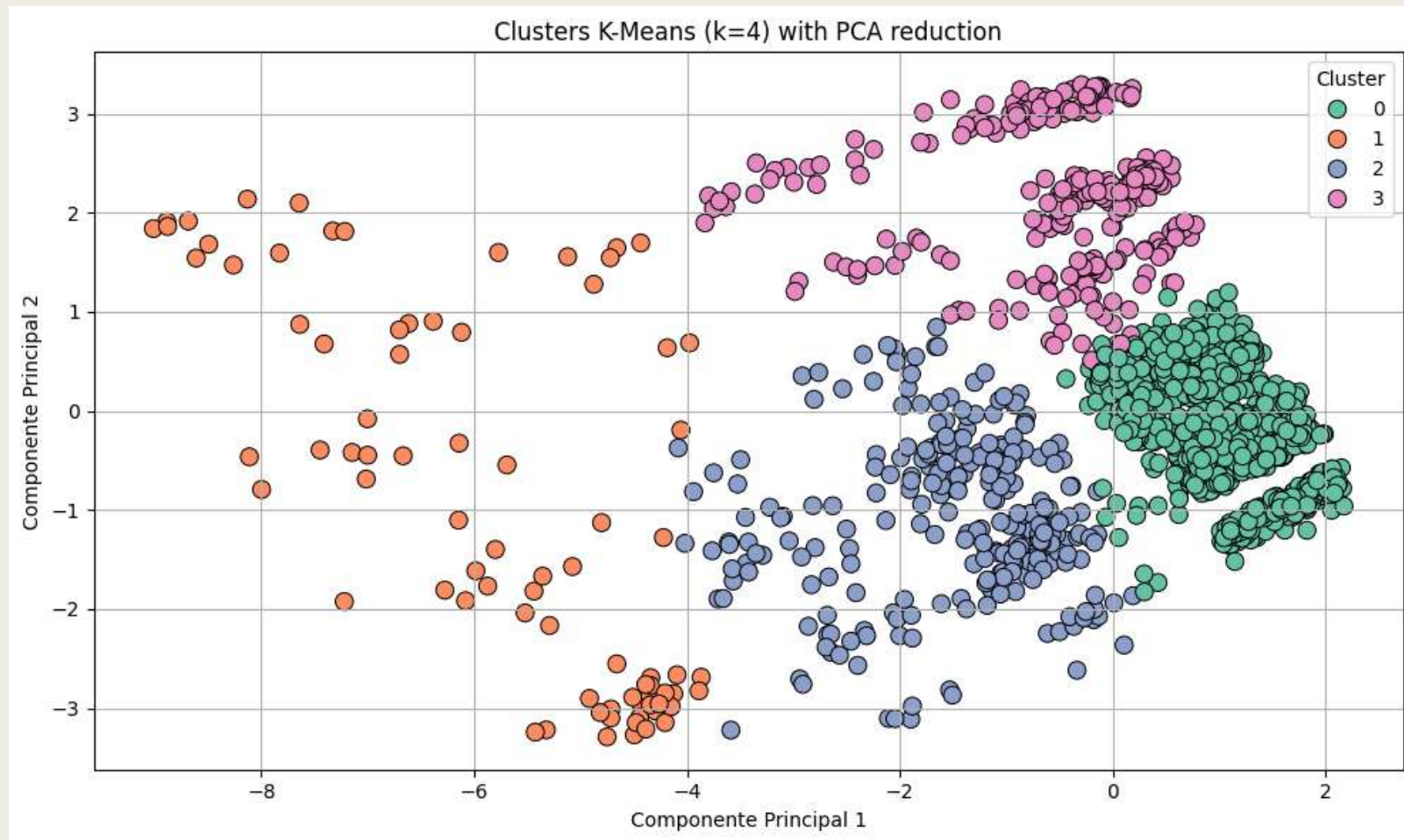


OBJECTIVE 2:

KEY TAKEAWAYS FROM THE ABSENTEEISM DASHBOARD

- 2 companies account for over 60% of total salary expenses, making them key financial centers.
- Nearly 6% of payroll value is lost to absence-related downtime (Payroll – absence cost)
- Echo Engineering & Alpha consulting might need targeted attention due to high expected leave —possibly from a workplace wellness, engagement, or operational workflow perspective.
- Small reductions can yield significant savings.

OBJECTIVE 3: Data analysis & Clustering



Employee Cluster definition

- We have used Python as a tool to do a K-means clustering analysis, which is a method aims to partition n observations into k clusters in which each observation belongs to the cluster with the nearest mean. Frequently used in machine learning (unsupervised).

CLUSTER 0: Main Workforce

- **Biggest cluster (60%)**
- **Lowest salary cost**
- Absenteeism close to healthy levels
- Lower salary limits the economical implications of absenteeism

Cluster 1: C-Level

- 4% of the workforce
- **They represent 18% of the absence leave cost**
- **High impact and high financial risk ..**

CLUSTER 2: Specialists

- Middle management and specialists
- Relatively efficient (low impact)
- Between cluster 0

CLUSTER 3: Senior workforce

- Senior employees with low hierarchical position
- Lower salary, extremely high absence.
- High economic impact

Employee clusters in numbers

	Cluster 0	Cluster 1	Cluster 2	Cluster 3
Number of employees	967	80	282	275
% employee	60.29%	4.99%	17.58%	17.14%
Average age	34.1 años	49.6 años	38.7 años	58.1 años
Hierarchical Level	6 - 7	1 - 2	4 - 5	6
Salary	EUR 2,384.00	EUR 9,528.00	EUR 4,144.00	EUR 2,626.00
Expected leave	10.2	21.2	12.4	31.9
Absenteeism rate	3.58%	8,15%	5.34%	13.21%
Cost per employee	EUR 1,130.00	EUR 8,791.00	EUR 2,367.00	EUR 3,878.00
Total cost	EUR 1,092,710.00	EUR 703,280.00	EUR 667,494.00	EUR 1,066,450.00

OBJECTIVE 4: Wellbeing options

- To tackle absenteeism, we will consider 3 different products– A well being app (early detection) and supporting employee mental health through psychology sessions.
 - *WELLBEING APP: 3 € per user per month and one-off cost of deployment (20K)*
 - *2 sessions per month: 100 euros per user per month*
 - *4 sessions per month: 200 per user per month*
- According to the medical research conducted on partnership with Oxford University, the use during a year of well being app is expected to reduce by 5% the absenteeism rate and the psychology sessions during a year between 20% and 30%

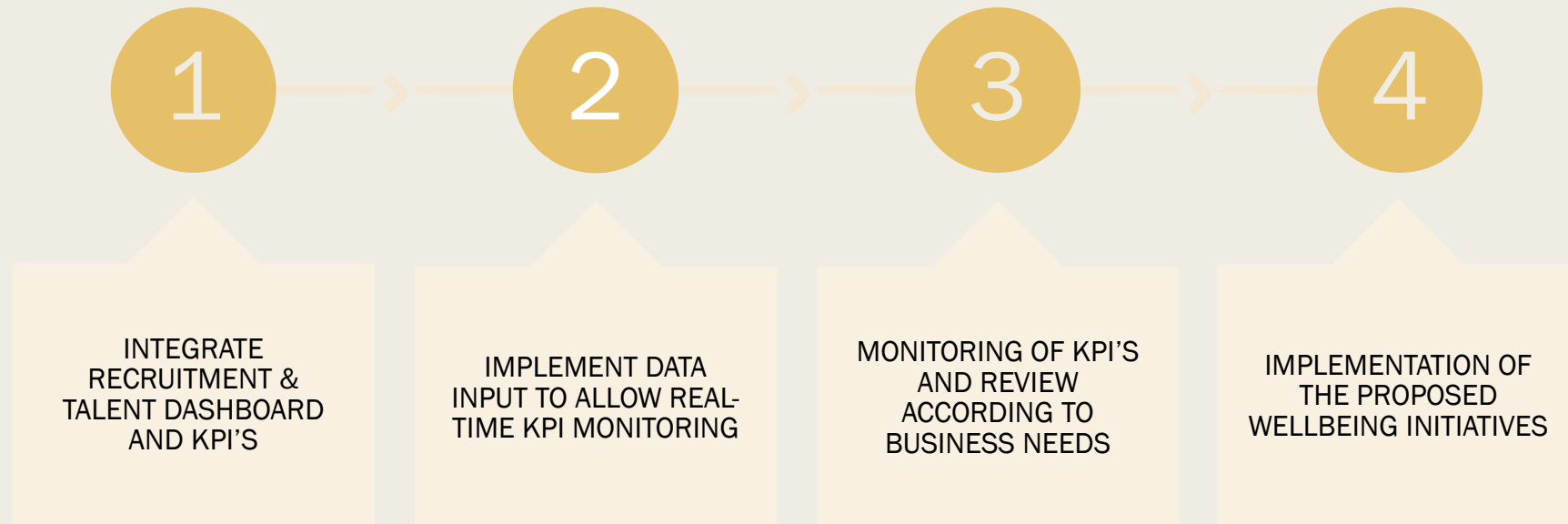
OBJECTIVE 4: Wellbeing proposal

- To tackle absenteeism, we are proposing the combination of products applied to different employee clusters.
- PROPOSAL
 - *Wellbeing app targeting clusters 0, 2 and 3*
 - Looking for volume to achieve savings and justify the one - off
 - *2 sessions per month: 100 euros per user per month*
 - Critical cluster (Management) with high impact – looking for targeted solutions

ABSCENSE COST	WELLBEING INITIATIVE COST	YEARLY SAVINGS	NET SAVINGS
3,529,433.51 €	170,864.00 €	280,646.51 €	3%*

* Also impacting on employee loyalty/retention and company reputation

WHAT IS COMING NEXT?



A person wearing a red coat is standing next to a vintage suitcase. The person's hand is visible, resting on the suitcase. The suitcase is light-colored with dark brown leather straps and corners. The background is a soft, out-of-focus landscape. The text "THANK YOU" is overlaid in the center in a white, serif font. Two large, white, L-shaped brackets frame the text on the left and right sides.

THANK YOU