



INCHCAPE CONFIDENTIAL

HUMAN RESOURCE MANAGEMENT BUSINESS AND TECHNICAL UNDERSTANDING



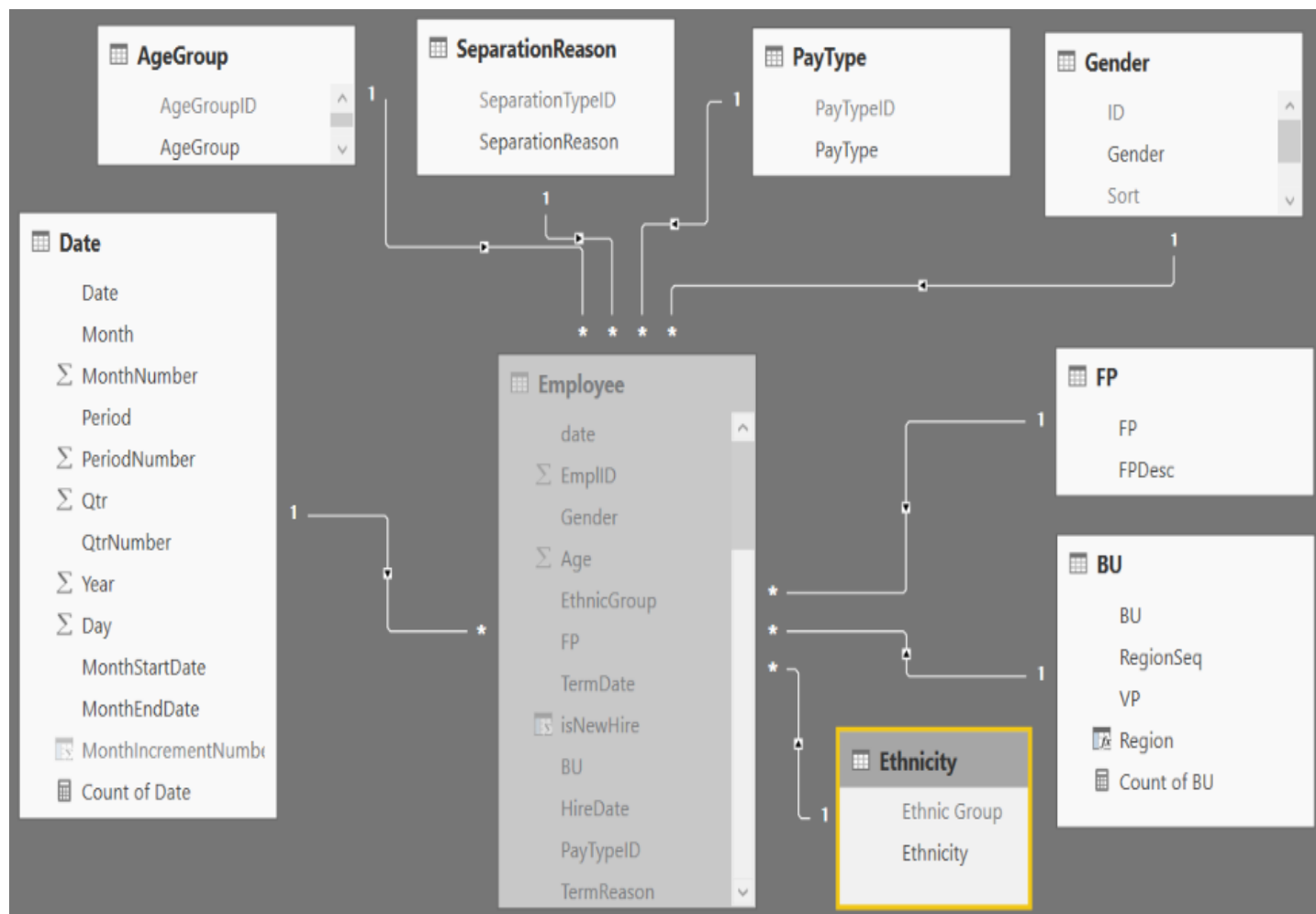
Business Description:

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| Customer | Inchcape plc, London |
| Business Unit | Distribution and Retail |
| Operational Area | Human Resource Management |
| Dash Board | Human Resources Management Dash Board |
| Score Card | Human Resources KPI Card |
| Team Size | 6 [Onshore and offshore] Leading by Mr. Andrew Dixon from London. |
| Description | <p>Inchcape plc is the global distribution and retail leader in the premium and luxury automotive sectors. Operating from different geographic locations and headquarter is London. Besides its business units it has a strong and enrich employee management system. The strategic, tactic and predictive analytical system expecting appropriate and dynamic dashboards and score cards.</p> <p>Organization URL: https://www.inchcape.com</p> <p>Organization Service: https://www.inchcape.co.uk/</p> <p>Employee Management Process in Brief:</p> <p>It has employees of Full Time, Part Time and Permanent. They are paid for hourly, daily and weekly.</p> <p>Employees joining in the organization in various age groups through different recruitment processes and from numerous agencies. There are restrictions while separating from the organization (voluntary and involuntary) [Refer to doc in SharePoint site http://inchcape//employeehire//seperations.pdf or download from GitHub]</p> <p>We require a single view to analyze all the details for better employee's management and control of resources separations in order to compete and grow in the market leadership.</p> <p>Desired solution in all the areas of HRMS:</p> <p>New Hires Insights Presentation:</p> <ul style="list-style-type: none"> a) New hires comparison for the current and last years, also year over year growth change in percent format b) Full-time and Part-time analysis in the new hires c) Gender joining in new hires d) Total new hires and actives based on region and ethnicity e) Increase and decrease of new hires across various age groups |

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| | <p>Bad Hires Insights Presentation:</p> <ul style="list-style-type: none"> a) Bad hires actives % based on Age groups b) Bad hires year over year change percentage based on month and age groups c) Bad hires by gender d) Bad hires by Region and Ethnicity <p>Active Employees and Separations Analytical Insights Presentation:</p> <ul style="list-style-type: none"> a) Actives, Actives same period last year and separations year over year change b) Separations, Separations same period last year and year over year change percentage c) Separations, Separations same period last year monthly for In volunteer d) Separations, Separations same period last year monthly for volunteer e) Active resources gender-based insight f) Active resources age group-based insight g) Level analysis for region and vice president for Active resources year over year change percentage h) Volunteer and in volunteer separations analysis based on Separations Reason <p>Goals analysis in Score Card for VP:</p> <ul style="list-style-type: none"> a) New hires by Month b) New hires by full time and part time desc, and age group c) New hires by gender d) New hires by Pay Type |
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Technical Considerations:

A) Entity Relation Ship Model proposed by Andrew Dixon [Refer to ERWin.doc in SharePoint site]



b) Git Hub for Project Related Documents

Power BI Template prepared by Sarah Roberts

https://github.com/vinaytechhouse/RETAIL_PROJECTS/blob/master/InchCape%20Human%20Resources%20Data%20Tables.pbix