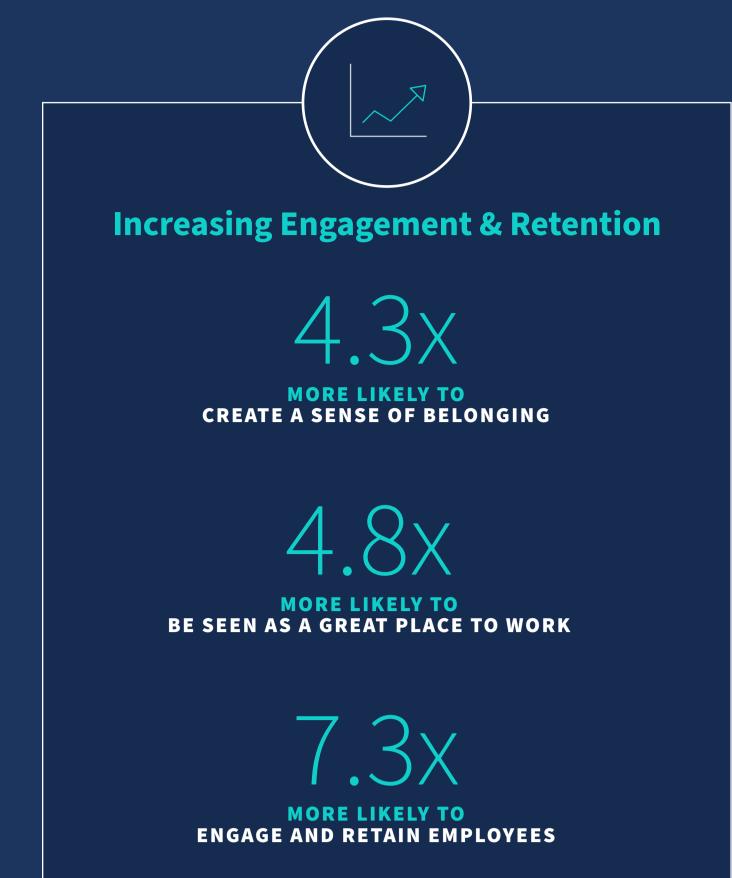


Successful HR organizations are making better use of real-time data. They're taking informed action in the business moment.

Companies that use advanced people analytics are:1





Did you know . . .



of companies do not use advanced people analytics

By 2024, one-third of organizations will be using adaptive HCM systems that can respond in real time to broad-based data signals and triggers by alerting and nudging relevant stakeholders for optimizing HR-related policies."2 - QUINCY VALENCIA

VP & Research Director, Ventana Research

Who's using real-time data to improve workforce management?

SEPHORA

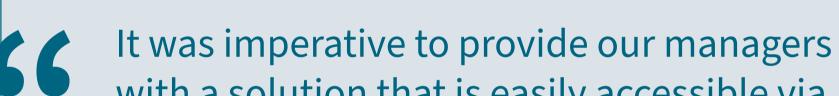
secure access to data

Increased data validity

Improved decision-making

Sephora revolutionized their global HR strategy with:

- A company-wide system to manage local employee needs, jobs, recruitment
- A single source for HR data Mobile access





with a solution that is easily accessible via mobile applications to provide them with information in real time." — THOMAS MORABITO Global VP, HRIS

collaboration

Provided

Increased

relevant data to 2,000+ users

Strengthened usability of millions of data points

HR applications to: • Measure the effectiveness of its \$2.2 Explore HR measures, billion annual investment in people from demographics to

Harvard University uses multiple Qlik-powered

- Maximize the value of its HR systems
- compensation, staffing, retention, and more



a lot of problems. It's a data extraction, modeling, and presentation tool that also reveals information that supports thinking the way that your brain works." — ANA BARD Associate Director, HR Analytics and Reporting

The associative model of Qlik really solves

Decreased

JOHN SWIRE & SONS

Redeployed

time to create, share reports

insights

Delivered

• Built an interactive dashboard for HR and talent management • Developed an easy-to-use employee data platform • Increased self-service options

This global trade and development company can

better understand and use their vast data since they:

- The associative model of Qlik and



features I love most. — CARLO CHUI **Data and Analytics Manager**

code-free data modeling are the

Rather than relying on outdated reports, successful HR teams are leveraging real-time data and analytics. They use up-to-the-minute information, so their teams can act on data in the business moment.

A modern approach to managing your most

ANALYTICS READL DYNAMIC Find it. Action it.

important resource: your workforce.



workforce management.

Start Here

Ready to empower your HR team to take a more

active approach to data? We're here to help.



1. "HR Predictions for 2022," The Josh Bersin Company, 2021

2. Valencia, Quincy, "Human Capital Management Market Assertion," Ventana Research, 2022

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