# QlikView® for total rewards

Total Rewards is all about "people getting what they deserve." And an effective total rewards strategy results in satisfied, engaged, and productive employees, who want to improve business performance and results. The QlikView Business Discovery™ platform provides a holistic view of total benefits, and integrates siloed data sources into a single source. HR managers and administrators are empowered to maximize benefit offerings, while driving profitability aligned with incentives. With QlikView, users can optimize staffing efficiency and benefit offerings, contributing to improved profitability and employee compensation for the organization. And, by maximizing total rewards, HR professionals can help increase employee satisfaction and reduce costs.



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## Measuring workforce value

QlikView® enables HR organizations to extract and combine data from payroll, compensation, benefits, staffing, and 3rd party systems into dynamic dashboards and interactive visualizations. By analyzing total rewards with a holistic view, users can establish a baseline to measure results of benefit programs and practices, and gain critical insight comparatively against performance. They can also examine trends over time, and build collaborative models on future projections. Accurately assessing the workforce value allows the flexibility to proactively align compensation packages with business results and growth.

## Key product features

QlikView offers Business Discovery capabilities that unlock the power of information for total rewards

- **The associative experience**
  Allows non-technical users to explore compensation data by making selections and getting instant feedback on what data is associated and what's unrelated

- **Collaboration & annotation**
  Improve group decisions and streamline functional lag time with interactive shared sessions between HR and other business functions

- **Comparative analysis**
  Allows users to compare multiple benefit packages, employee mixes, and results to each other but not other sets of data

- **Global search**
  Offers keyword search across entire compensation data set, to pinpoint the 'needle in the haystack'

- **Dynamic calculation & response**
  On-the-fly aggregations and calculations on large HR data sets where user can filter full data set to make better insights and business discoveries

- **Transactional level detail**:
  Drill down to granular detail, increasing speed and accuracy of compensation and benefit investigations

- **Rapid multi-source data integration**
  Creates a single, holistic view of recruitment information from multiple sources

## Segmenting and differentiating

Traditionally a marketing concept, segmentation is increasingly being applied in the world of people management. With QlikView, users can tailor total rewards to a specific group of employees, and implement programs with a multi-dimensional approach that treats employees as consumers. Instead of merely measuring the workforce by basic performance metrics, QlikView enables advanced analysis for grouping critical skills, growth potential, and tiered employee mixes to optimize total rewards and differentiate the groups based on their true value. The result is a motivated workforce who gets what they deserve.

## Drive the bottom line

Benefits and compensation should always drive revenue and profits. With QlikView, HR managers and administrators gain a deep understanding of benefit plans, production, and employee resource forecasting. HR professionals can spot hidden trends and outliers, and rapidly allocate under-utilized benefits to rewards to drive performance and profitability. The bottom line is not strictly about cost reduction. QlikView provides the platform to identify, analyze, collaborate, and react to reduce costs and drive revenue. Managers can optimize and invest in benefit packages which maximize business performance – improving both the top and bottom line.

**For more information, visit www.qlik.com.**

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