



Optimizing HR Data Processes for Better Decision-Making and Reporting

CLIENT

A major multinational corporation with a large, diverse, global workforce, and complex HR data needs. Operating across multiple regions and industries, this client manages extensive employee records, payroll systems, performance metrics, and compliance reporting.

PROBLEM STATEMENT

The HR department was facing significant challenges managing and analyzing data from various sources, including employee records, payroll systems, and performance databases. The manual processes required to merge, transform, and reconcile this data were time-consuming, resource-intensive, and highly prone to errors. This resulted in:

- **Delayed Payroll Processing:** Leading to occasional issues with timely payments and subsequent employee dissatisfaction.
- **Inaccurate Performance Reports:** Impeding strategic planning and talent management decisions.
- **Compliance Risks:** Potential issues with regulatory reporting due to inconsistent data.
- **Excessive Time Spent on Data Wrangling:** The HR team spent approximately 30 hours per week on manual data processes, diverting their focus from strategic initiatives.
- **Decision-Making Bottlenecks:** Critical HR reports that used to take one week to generate, causing delays in making data-driven decisions.

SOLUTION WITH ATHENA

The enterprise implemented Athena's Data Transformation feature to streamline and optimize HR data management, leading to significant improvements.

- **Data Integration:** Custom SQL queries were employed to combine data from disparate sources and tables, seamlessly integrating various HR data sets into a unified view.
- **Automated Data Transformation:** Advanced mathematical operators and sequenced data operations were utilized to automate complex data transformation steps. This eliminated manual manipulation and ensured consistency.
- **Real-Time Reporting:** The platform enabled the creation of detailed, accurate, and real-time HR reports.
- **Streamlined Queries:** Using Athena, querying large datasets that were previously impossible became seamless.



"With Athena, we reduced reporting time by 50% which helped us focus on strategic initiatives," says the VP of HR.



VALUE DELIVERED

01

Reduced Manual Effort and Time

Manual data processing time was reduced by 60%, saving approximately 18 hours per week for the HR team.

02

Improved Data Accuracy and Consistency

Data accuracy improved from an estimated 70% to 98%, ensuring reliable HR analytics and reducing compliance risks.

03

Faster Report Generation

Critical HR reports, which previously took one week to generate, were now available within one day.

04

Enhanced Decision-Making

The HR department gained access to real-time, comprehensive data insights, leading to:

- Proactive talent management through the early identification of at-risk employees.
- Strategic hiring decisions based on accurate skill gap analysis.
- Better workforce management with real-time performance metrics.
- Reduced payroll processing delays, leading to greater employee satisfaction.

05

Strategic Advantage

Athena facilitated a transition from reactive to proactive HR management, allowing the company to leverage HR data for strategic advantage and competitive positioning.



<https://athena.global/>



sales@athena.global