

# Unified Workforce Solution for a Global Hydrocarbon Engineering Firm

## ABOUT CLIENT

- A global engineering company based in India, specializing in complex offshore and onshore hydrocarbon projects.
- Their offerings in engineering, procurement, fabrication, construction, and project management provide integrated 'design-to-build' solutions for complex surface and subsea hydrocarbon projects.
- As a subsidiary of an 80-plus-year-old, \$20-plus-billion conglomerate, the company benefits from its parent company's expertise in sectors like hydrocarbons, infrastructure, construction, defense, IT, and power.

### Industry

Manufacturing & Industrial Engineering

### Services Used

- Business Intelligence (BI)
- Data Analytics
- ETL
- Power BI

### Region

India

### Function/Department

- Human Resources (HR),
- Strategy and Planning

### Engagement Model

End to End Project Lifecycle Management

## PROBLEM STATEMENT

When sat for the first round of discussion, the client highlighted their struggles with data silos and HR team management. Key issues identified in the workflow were:

### Streamlining Workforce Data into a Unified Platform:

- The client's workforce data was fragmented across multiple systems, making it difficult to consolidate and analyze trends. This lack of a unified platform hindered leadership and HR teams from gaining actionable insights into workforce distribution and demographic dynamics.

### Enhancing Diversity and Inclusion Analytics:

- Tracking diversity metrics was the major challenge, which hindered their ability to assess representation gaps and launch targeted initiatives for fostering inclusivity.

### Empowering HR with Predictive Analytics:

- Without predictive tools, the HR team struggled to proactively identify attrition risks and workforce trends, limiting their ability to implement effective employee engagement and retention strategies.

### Fostering Organizational Transparency through Workforce Insights:

- The absence of a centralized view of workforce data led to a lack of transparency, affecting trust, collaboration, and informed workforce planning.

### Tracking Demographic Shifts for Proactive Workforce Planning:

- The organization lacked the tools to monitor demographic changes in real-time, leading to reactive planning that delayed responses to workforce challenges.

## SOLUTION

Our team collaborated closely with the client to design and implement tailored solutions to address their challenges:

### Centralized Data Integration:

- We brought all workforce data from different systems into one unified platform. This eliminated data silos and ensured consistency, making analysis and reporting seamless.

### Diversity and Inclusion Tracking:

- We created tools to track diversity metrics like gender, age, and ethnicity. These insights helped the client pinpoint representation gaps and launch targeted initiatives to foster a more inclusive workplace.

### Predictive Talent Management:

- Using predictive analytics, we enabled the HR team to forecast trends in hiring, promotions, and attrition risks. This allowed them to proactively plan engagement and retention strategies, ensuring a steady talent pipeline.

### Real-Time Demographic Monitoring:

- With Power BI dashboards, we provided real-time insights into workforce composition and demographic changes. This enabled the client to act quickly on issues like skill shortages and workforce shifts.

### Clear Workforce Insights:

- We delivered user-friendly Power BI dashboards showcasing workforce distribution, engagement trends, and demographic metrics. These tools enhanced transparency and encouraged collaboration among stakeholders.

### Strategic Workforce Planning:

- We extracted and cleaned workforce data from multiple sources, including Excel, ensuring it was ready for analysis.

### Data Preparation:

- We worked alongside the client's leadership and HR teams to align workforce strategies with long-term goals. This included optimizing hiring practices and team structures to prepare for future challenges.

### Building Data Models:

- Using Power BI, we set up relationships between datasets, calculated key metrics, and created a reliable data flow for accurate insights.

### Designing Dashboards:

- Interactive dashboards were built in Power BI to display diversity metrics, hiring trends, workforce distribution, and demographic changes in a clear and actionable format.

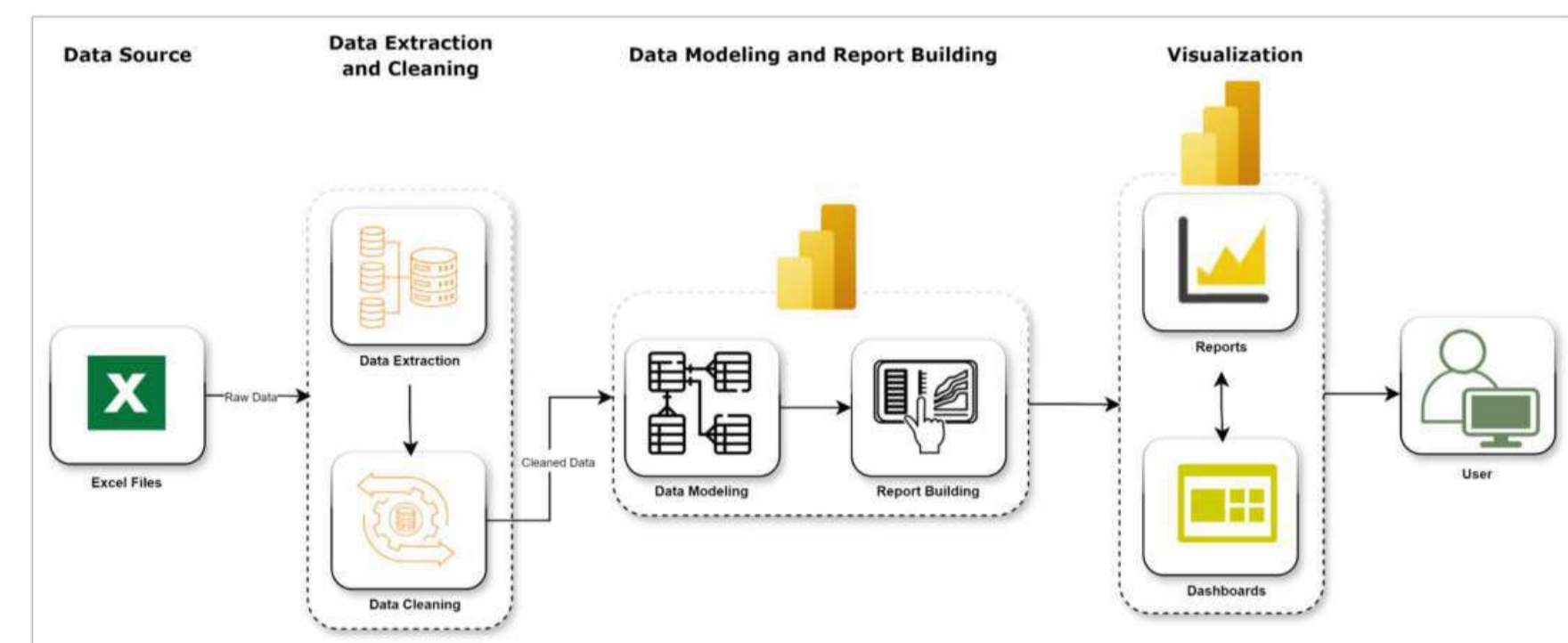
### Report Automation:

- We configured Power BI to automatically generate Word reports with visuals, simplifying the review process for stakeholders.

### Automated Updates:

- Scheduled data refreshes ensured that dashboards and reports always reflected the latest workforce data, supporting real-time decision-making.

## TECHNICAL ARCHITECTURE



## BUSINESS IMPACT

### Better Workforce Visibility:

Centralized data boosted data accessibility by 90%, giving leaders a clear and comprehensive view of workforce trends and distribution.

### Stronger Diversity Programs:

The tools we introduced for diversity tracking led to a 30% increase in inclusivity-focused initiatives within just six months.

### Reduced Turnover:

Predictive analytics helped the HR team identify and address attrition risks, reducing employee turnover by 25%.

### Faster Workforce Planning:

Dashboards that tracked demographic changes improved response times to workforce shifts by 40%, ensuring timely action.

### Improved Transparency:

Clear, interactive dashboards increased stakeholder engagement by 50%, fostering trust and collaboration.

Our solution turned the client's HR function into a streamlined, data-driven operation. By unifying workforce data and leveraging predictive analytics, the client gained real-time visibility into workforce dynamics, improved inclusivity, and strengthened their talent management. These advancements enhanced employee engagement and set the organization up for sustainable success.

