RSM invest in OpenDashboards to supercharge HR Reporting

RSM is a leading provider of audit and tax services globally with over 3,500 partners and staff in the UK.

The problem:

For the HR team at RSM, the annual salary review procedure was a manual process that was lengthy, time consuming and needed bringing up-to-date. Four members of the leadership team were required to review the salary information for the 3,500+ staff and partners - a huge effort!

It took the HR team more than a full week of time just to put the information report packs together to support the salary reviews. This process was also prone to manual error due to keying mistakes, a pressing issue when dealing with important data such as salaries.

The solution:

RSM invested in OpenDashboards to work alongside our OpenHR solution. Prior to this implementation there were no dashboards in place for HR and all reporting was done manually.

The salary review dashboards went live in October 2018. They display data nationally across the whole organisation on individual salary levels and proposals for future payments. This can be viewed by location, department and service line.

The leadership team is now able to see what pay levels are in the market, analyse and compare for similar grades across the organisation, and also link this to appraisal scores. This ensures that all staff and partners are treated fairly and salary budgets are managed carefully.

The data is fed into the dashboards directly from the OpenHR system, and is always up-to-date. Previously the data would be out-of-date as soon as the manual reports were produced. Open Dashboards also pulls data from an in-house developed salary data system that provides information on future proposals and likely costs.

Client >
RSM

Sector >
Audit, Tax & Consulting Services

Project >
Improve reporting performance by investing in OpenDashboards

'The dashboards have been integrated with RSM's Single Sign On so that there is seamless access, and settings from Open HR are used to filter the HR data so that there are no confidentiality issues.'

CASE STUDY

The results

RSM has found creating the dashboards to be straight forward and logical, with a simple step-by-step process for building them.

User uptake across the leadership team, HR Directors and managers has been very good. The senior leaders like using the dashboards as they have removed a huge amount of paper that they used to have to read through. They are able to log on and access the dashboards to view the information on the salary review process, wherever they are. They are also confident that the data is up-to-date and accurate as it comes straight fro the OpenHR system.

Future plans with Advanced:

The team at RSM is about to launch a series of KPI dashboards for HR, looking at joiners, leavers, and maternity leave information. These dashboards will also provide a drill-down into the more detailed information. The aim is to remove the manually produced HR reports to save even more time and effort.

More information

w oneadvanced.com
t +44(0) 330 343 8000
e hello@oneadvanced.com

Ditton Park, Riding Court Road, Datchet, SL3 9LL