HCM Analytics for Data-driven HR Decisions

HCM Analytics by Vayam is built on Microsoft's Power BI platform and provides HR and Executive leaders insight to improve their workplace, productivity, and competitive advantage in hiring, retaining and managing their most valuable asset - their employees!

Contents
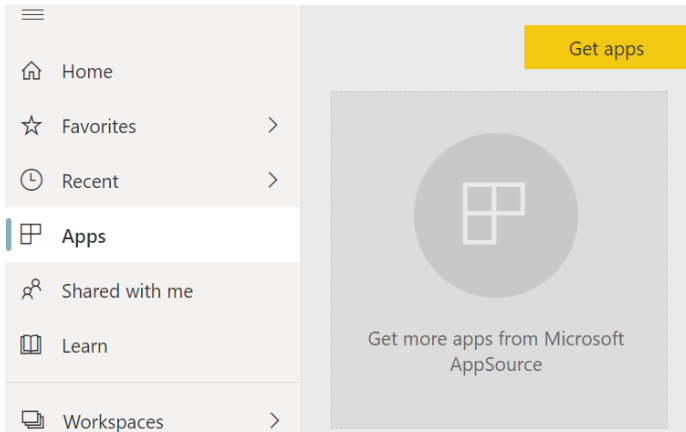
I.   Pre-requisite

If you do not have a Power BI or related Microsoft license, sign up for a free trial here - https://powerbi.microsoft.com/.
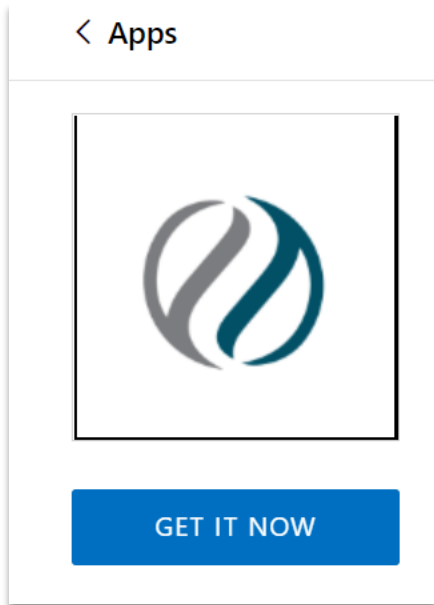
II.   Installation

Go to the Apps section of Power BI service and click "Get apps" from the AppSource, then search for "Vayam" or "People & HR analytics" app.
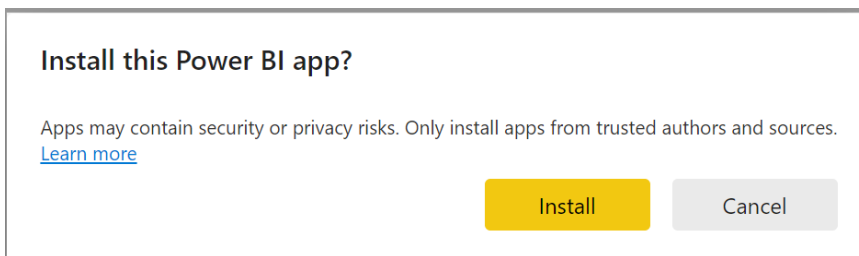
Optional: If you have been emailed a link to install an App from Vayam, click to install.

Click the "Get It Now" button…

And then Install the app.

If necessary, you can change the workspace name….

Create a workspace for installing this app

The default workspace for installing this app is already being used in your organization.
A workspace with a unique name must be created for this app.
The name should help you identify the app later.

Enter a name for the new workspace

Vayam HCM & HR Analytics Demo

Continue   Cancel

After installation, it's highly recommended to first "Explore with sample data"…

Get started with your new app

Explore your app with sample data, go to the workspace to customize as needed and share with your organization, or connect your data to get up and running.

Connect your data
Connect to a data source to view your new app with your own data.

Connect

Explore with sample data
Open your new app to start exploring with sample data.

Explore app

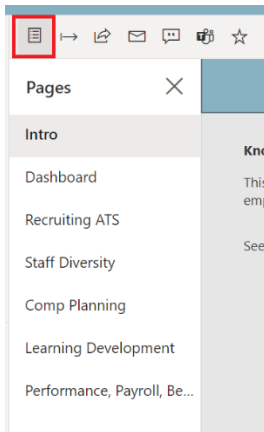**Customize and share**
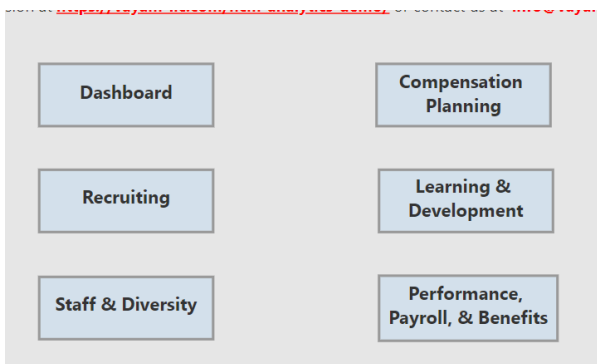Your app comes with a workspace, so you can customize and share it, just like an app you built yourself.
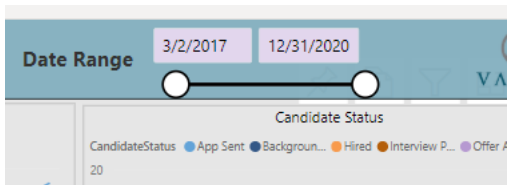
Edit workspace

III. Navigation and Use
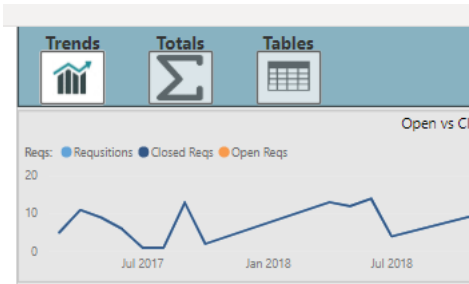
There are several ways to navigate. Pages button…
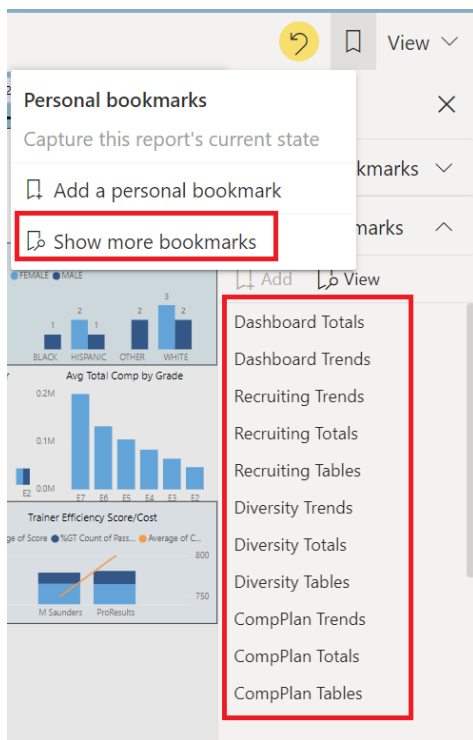
The Intro page also has buttons to each page…

On each page, the Date Range may be changed to display the data you want to analyze. Once the Date Range is set on one page, it will be synced across all other pages.

Also, on each page, there are two to three views, named Trends, Totals, and Tables. These buttons provide alternate visualizations of your data. Trends is useful for viewing data over time; Totals provides aggregate data (sums and averages), and Tables provides access to the underlying data.

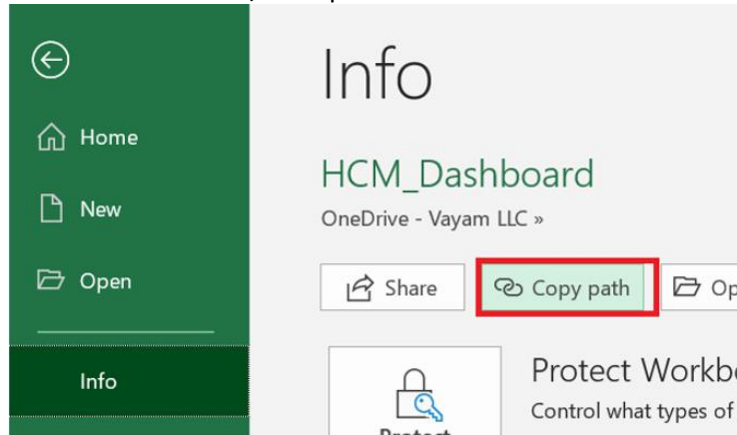Bookmarks provide the quickest way to jump between the exact page and view you want…

IV. Connect your Data

This Demo uses a small Excel workbook with mock data. If you would like to view the app with some of your own data as a trial, you must use the same Excel workbook being careful not to change the tabs or columns, only the data within each row. **THIS IS NOT A FULLY FUNCTIONAL PRODUCTION LEVEL DATASOURCE**, but is a good way for you to modify data and see the results in the analytics.

1. Download the Excel workbook here - https://www.vayam-llc.com/wp-content/uploads/2021/02/HCM_Dashboard.xlsx
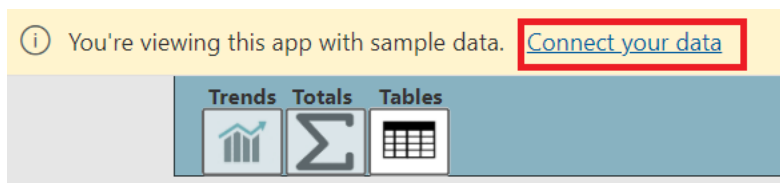
2. Save the attached XLS to your corporate or business OneDrive or Sharepoint site. Only OneDrive/Sharepoint are supported, do not save to a local drive, Dropbox, etc. And do not use your Personal OneDrive that comes with most Windows installations, you must use your corporate OneDrive/Sharepoint site. If you do not have a OneDrive for Business, it can be purchased for as little as $5 per month at https://www.microsoft.com/en-us/microsoft-365/onedrive/onedrive-for-business.

3. Open the file from OneDrive/Sharepoint and choose File >> Info

4. Click "Copy path", you should have a URL similar to below, but with the location of YOUR OneDrive/Sharepoint site:

   https://company-my.sharepoint.com/personal/name_company_com/Documents/HCM_Dashboard.xlsx

5. Save this URL and remove the "?web=1".

6. In the Vayam HCM Analytics app click the "Connect your data" option.

7. In the DataSourcePath parameter replace the existing URL with the URL of your Excel file saved in step 5. Your URL using Excel, may look similar to below. Be sure it does not include *"?web=1"* at the end.

   https://company-my.sharepoint.com/personal/name_company_com/Documents/HCM_Dashboard.xlsx

8. Select the Authentication method and Privacy level setting required to access the file on your OneDrive/Sharepoint.

9. If successful, the analytics should refresh with your data.

V. References & Documentation

For a full production version visit https://vayam-llc.com/demo. For a personalized demo and pricing Contact Us or email *sales@vayam-llc.com*

Go here for FAQs.