Nomination: 7805

HR Data Center

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

Petrol Ofisi Grubu

Additional Contacts

I would also like to have others receive emails about the disposition of our entries.

Page: Entry Information

Entry Title

HR Data Center

Category

F01 - F70 Solutions, Implementations, and Training Programs or Media > F01 - F48 Solutions & Implementations > F42 - Self-Service HR Solution - Implementation

Solutions & Implementations Submission Format

Written Answers

a. If you are nominating a brand-new product, state the date on which it was released. If you are nominating a new version of an existing product, state the date on which the update was released. If you are nominating an implementation, state the date on which the implementation was completed. Required

At the beginning of 2023, we integrated the SAP SuccessFactors Story Report tool into our HR analytics processes, completing our digital HR Data Center Dashboard reporting system accessible to all employees on November 1, 2024.

b. Describe the features, functions, and benefits of the nominated product, service, or implementation (up to 350 words). Required

The HR Data Center, our organization's new HR Analytics data model, is a cloud-based analytics reporting system. It offers customized self-service and dynamic accessible reporting for all roles in the organization.

Features:

- It enables all employees to easily access relevant data and insights with a user-friendly interface.

- Users can customize reports using various filters according to their specific reporting needs.

- It includes interactive visualizations such as graphs, tables, charts, enhancing data understanding and decision-making processes.

- Provides real-time access, allowing the organization to track trends and make strategic decisions in a timely manner.

- Compatible with mobile devices, enabling users to access HR analytics and reports anytime, anywhere.

Functions:

- Ensures self-service and real-time accessibility to HR data for the entire organization.

- Combines data from various HR sources and systems on a single platform for comprehensive analysis.

- Transforms raw HR data into meaningful visualizations, facilitating data interpretation and insights delivery.

- Offers powerful reporting capabilities with standard reports, ad-hoc reports, and customized dashboards.

- Provides reporting for different modules tailored to the needs of each role in the organization:

1. General Company Demographics Module: Includes important demographic data for all employees.

2. HR Data Center Module: Provides comprehensive HR data for all team managers.

3. HR Dashboard Module: Offers critical HR metrics providing an overview by department for top management.

4. HR Data Center Module: Includes a report for HR employees with access to specialized graphs resulting from correlation analyses of talent management, recruitment, turnover, compensation, payroll, and employee satisfaction survey data.

5. Employee HR Summary Module: Contains individual HR data (performance data by year, annual leave data, salary and benefits information, etc.) that each employee needs to track.

Benefits:

- Automating reporting processes and real-time data access increase HR efficiency, speeding up HR department processes and helping them manage more efficiently.

- Providing access to relevant HR data and insights increases transparency within the organization, strengthening communication and collaboration among managers and employees.

- Providing self-service access to necessary data for all employees reduces the workload of the HR department and increases employee satisfaction.

c. For the nomination of a product or service, outline the market performance, critical reception, and customer satisfaction with the product or service to date. State monetary or unit sales figures to date, if possible, and how they compare to expectations or past performance. Provide links to laudatory product or service reviews. Include some customer testimonials, if applicable. For the nomination of an implementation, outline the need or problem that was identified, why the solution was chosen, how the solution was implemented, and the results of your implementation to date (up to 350 words). Required

Manual processing of the HR Dashboard report had led to several drawbacks. The process was entirely static and prone to human errors. The manual preparation of more than 33 metrics on a monthly and quarterly basis was a costly process in terms of time and resources. This limitation resulted in the reporting being only achievable at the department level, and HR data at unit and sub-unit levels couldn't be presented to the management team. Catering to specific requests from unit and sub-unit managers for new reports on critical points in the general data required extra effort, limiting the organization's ability to quickly identify employee needs and generate solutions.

A digital transformation project was initiated in 2021 and completed on January 1, 2022, where the ERP enterprise operating system was replaced with the latest version of SAP software, "S/4HANA." With the goal of end-to-end digitalization, SAP S/4HANA was implemented in Human Resources and all other departmental processes. This comprehensive transformation encompassed all HR activities, resulting in a comprehensive database where all processes were managed and reported from start to finish.

As part of the SAP project, a "Digital HR" strategy was adopted, and all manual processes began to be digitized. The maturity of HR analytics was reviewed within this context. The goal of the HR Data Center project was to transition the organization to a more agile, accessible, user-friendly, and, most importantly, fully digital HR analytics reporting system.

Identifying the right tool and resources for HR analytics was a cornerstone of the strategy. The SAP SuccessFactors Story Reports tool, recommended by SAP globally and deemed most suitable for organizational needs, provided a comprehensive data analytics solution aligned with the project's vision and mission, meeting all the organization's requirements. Therefore, by integrating the SAP SuccessFactors Story Reports tool into our processes, we were able to share HR analytics with all employees in the organization through an independent digital reporting tool, separate from manual processes. We facilitated employee adaptation to this new approach through training sessions and pulse surveys.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Petrol Ofisi has created recruitment, training and development, performance management, talent retention strategies in 2019, alongside the use of data-driven insights, resulting in continuous improvements across all areas.

- General and resignation-related turnover rates have decreased. (Attached PDF: Image 1 – Image 2)

- Young talents have been attracted to the company.

- Retention rates have increased. (Attached PDF: Image 3)

- Data-driven progress in recruitment processes has enhanced external candidate experience and facilitated quick filling of positions with the right candidates. (Attached PDF: Image 4 – Image 5)

- Satisfaction with training and development has increased. (Attached PDF: Image 6)

- HR analytics metrics have been continuously improved. (Attached PDF: Image 7)

- The company's employee experience score has increased. (Attached PDF: Image 8)

- The maturity level of HR analytics has increased every year. Attached PDF: (Image 9)

- Employer branding has been strengthened.

- The transition from reduced man-hours given to analytical reporting over the years to strategic development has been achieved, transitioning from operations to strategy.

- The data-focused HR approach has improved the organization's strategic decision-making capabilities.

Webpage Link

Would you like to add an additional webpage link?

No

Supporting Document

Download File (https://stevies-sage.secure-platform.com/file/19401/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxOTQwMSwiYWxsb3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImlnbm9yZ
HR%20Solution%20Categories%20-%20Self-Service%20HR%20Solution%20Implementation%20Contents.pdf)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (https://stevies-sage.secure-platform.com/file/19402/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxOTQwMiwiYWxsb3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImlnbm9yZ
PO_DATACENTER_CaseStudy.mp4)

Would you like to add an additional supporting document?

By your submission of this entry to The Stevie Awards, you verify that you have read and agreed to abide by the regulations, terms and conditions of the competition. (https://stevies-sage.secure-platform.com/a/page/enter/Rules-terms)

Terms and Conditions

I Agree