

CASE STUDY

Retail – Leave Provision Analysis

Client:

Retail giant with over 500 stores and 100k employees.

Problem:

Need to analyse and understand month-to-month movements in their long service leave provision. Desktop tools not able to handle data volumes.

Solution:

Automated solution to process and compare long service leave for over 100,000 employees and produce analytics to determine and explain significant movements.

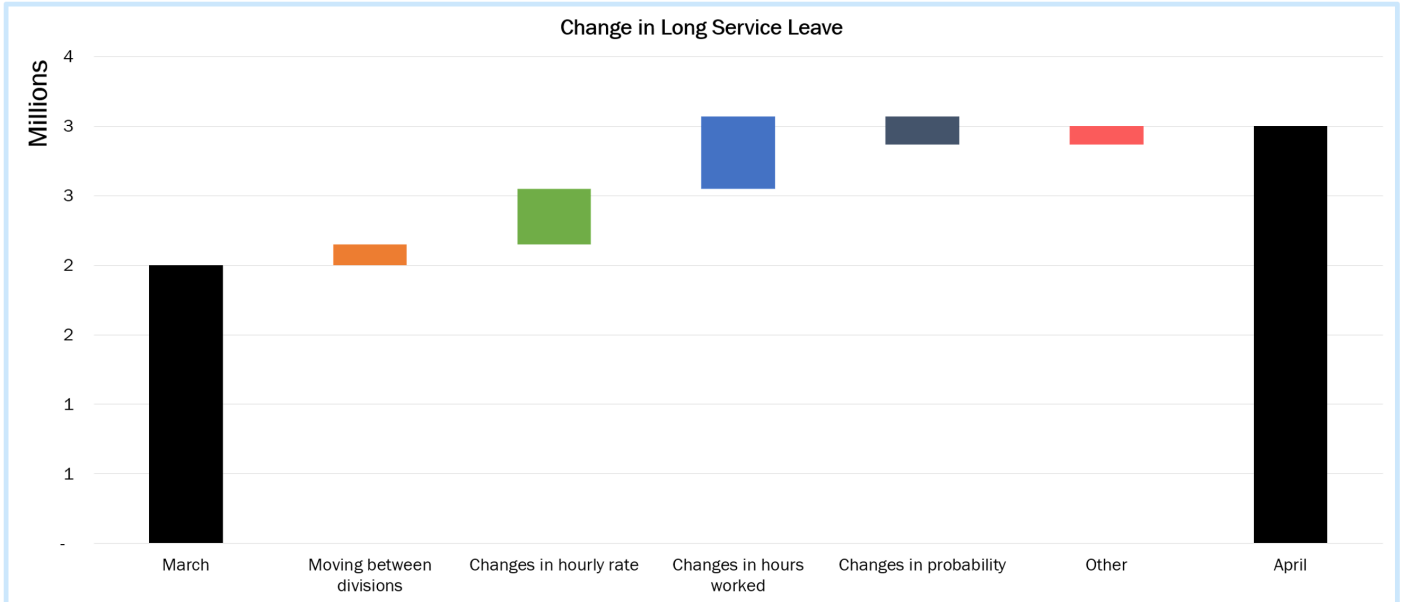
**Before:**

- Excel spreadsheets crashing due to data volumes.
- Time consuming. Limited time left for analysis.
- Difficult to present and share results with senior stakeholders.

After:

- Systemised solution, processing all data in minutes.
- 90% reduction in time to produce results so that staff can focus on analysis.
- Online dashboards for visualising key analytics and allowing stakeholders to drill into results.

SAMPLE OUTPUTS



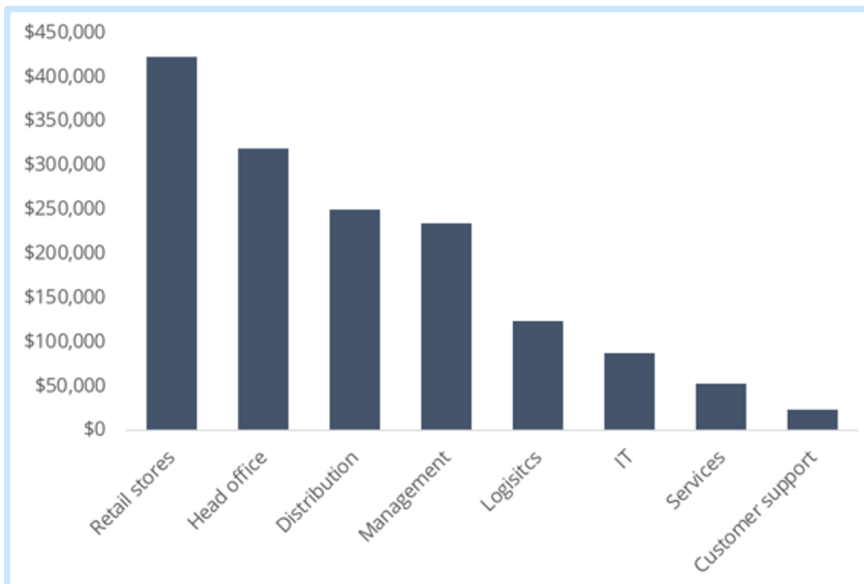
Waterfall showing the different factors attributing to movement in long service leave provision from month-to-month.

Employee changes			Exceptions for the month		
Accrued 600+ hours	7,452	▲	> 1 month increase in service years	320	⊗
Hourly rate increase	3,212	▼	> 2 hours of leave accrued	3,212	⊗
Division change	1,025	▼			

Production of key metrics related to month-on-month employee changes. Exception reports to identify erroneous records that will impact the long service provision.

From	To							
	Customer support	Distribution	Head office	IT	Logisitcs	Management	Retail stores	Services
Customer support	0	22	35	15	2	4	2	43
Distribution	52	0	12	5	32	1	18	12
Head office	2	3	0	42	15	24	6	17
IT	24	2	32	0	32	12	12	22
Logisitcs	41	1	75	44	0	5	12	24
Management	12	25	23	15	5	0	7	4
Retail stores	74	5	34	1	4	17	0	5
Services	51	12	1	12	2	6	8	0

Heat grid of staff that have moved division, impacting long service leave provisions.



Dollar impact of increases in hourly pay (on provision), by division.

KEY METRICS



INITIAL VERSION CREATED WITH LESS THAN 1 HOUR OF CONSULTATION WITH SUBJECT MATTER EXPERT.



AUTOMATED SOLUTION RUNS IN UNDER 5 MINUTES.



PROTOTYPE READY IN WEEKS.



COMPARING 150,000 RECORDS AGAINST THE PREVIOUS MONTH.



OVER 30 STEPS AUTOMATED.



EXCEL BASED REPORTS AND ONLINE DASHBOARDS.

ABOUT SOLVEXIA

SolveXia is an automation, data management and analytics platform used by banks, general and life insurers and other companies. The tool is particularly well suited to complex and specialised processes that are repetitive and would otherwise rely on spreadsheets, Access databases or macros. Users automate processes by configuring a series of drag-and-drop “robots” capable of collecting, validating, transforming and calculating data.

SolveXia executes processes faster (at least 10x), produces more credible and consistent information and enforces transparency and audit controls. By doing so, organisations are more easily able to achieve strategic objectives in areas such as compliance, customer/partner engagement and risk-mitigation.