

QLIK HR Reporting – how to get oriented more easily and quicker

For login please use one of the following links:

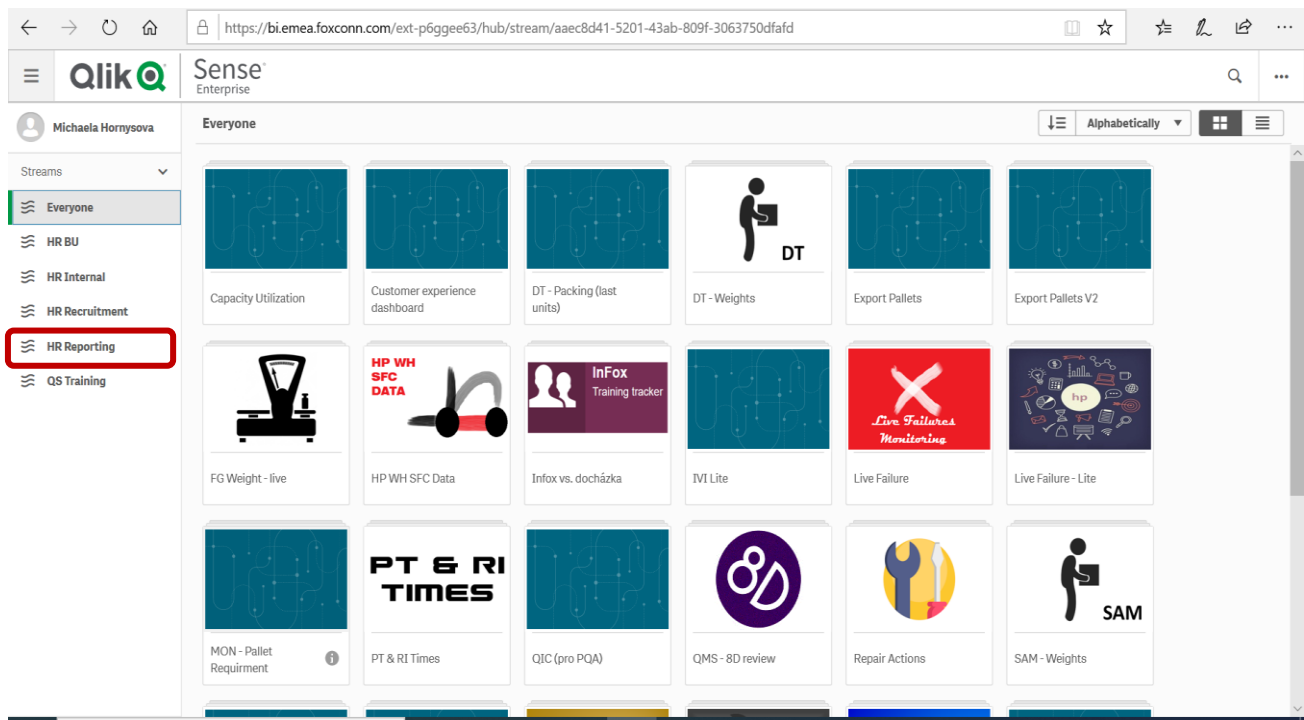
<https://qlikanalytics.cz.foxconn.com/hub/stream/566d4b42-ecee-4ee3-8856-1a922f6f0fb5?qlikTicket= KjZq4o7WUBFawGu> (for login in company network)

<https://bi.emea.foxconn.com/ext-p6ggee63> (for login without VPN – useable e.g. for home office)

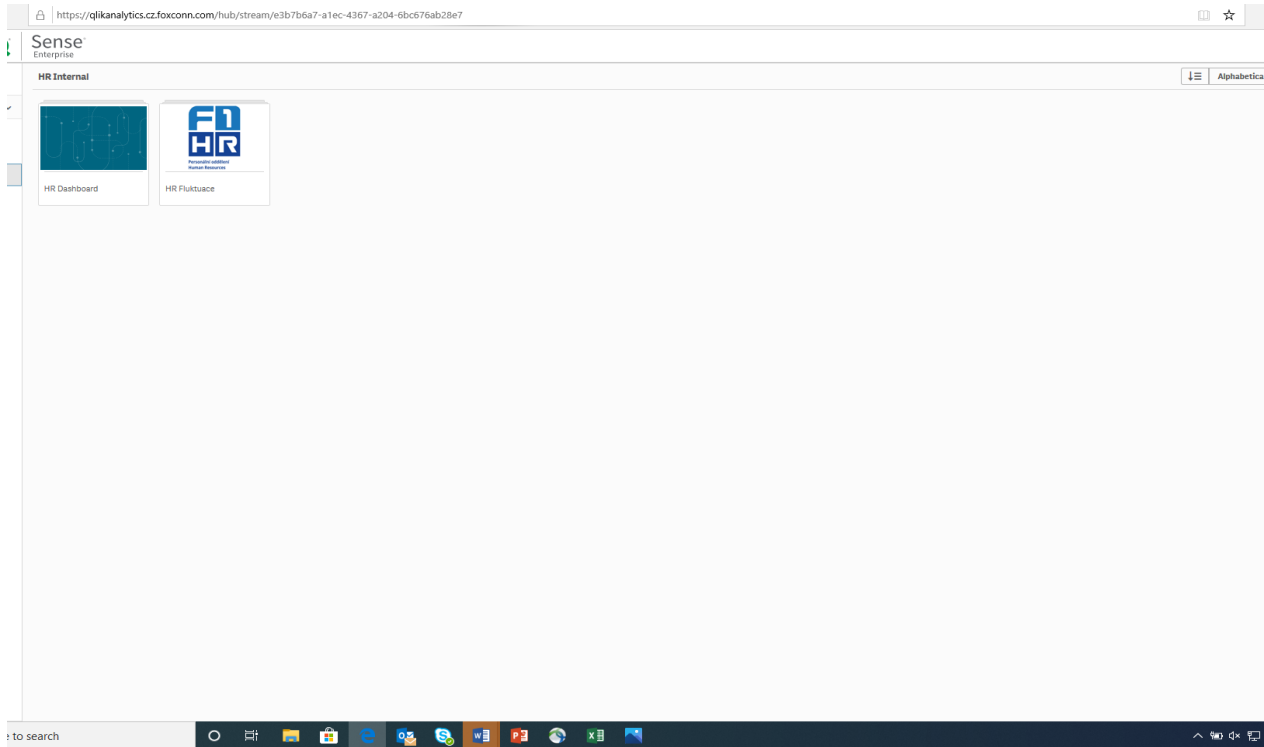
Login: mail format jnovak@cz.foxconn.com

Password: same as for PC

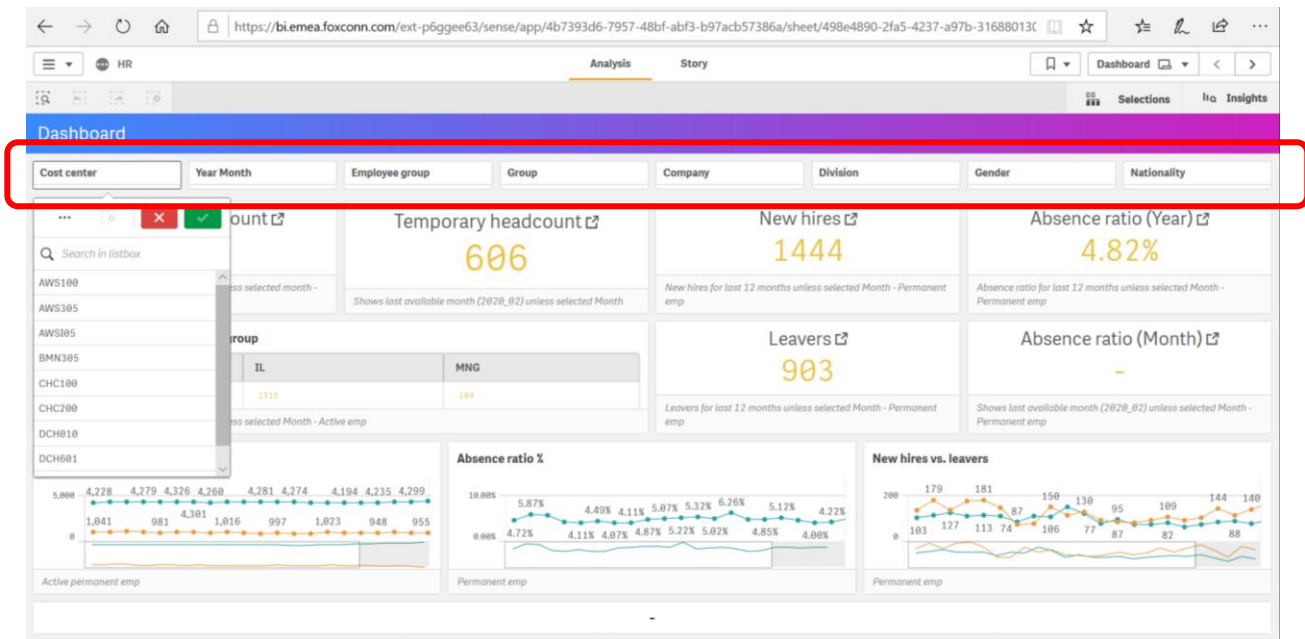
From menu on the left side you will choose HR Reporting:



You will work with cards below according to your needs (Dashboard card contains Headcount, Absenteeism a Labor Cost).



Selecting filter is the same for all the cards:



Use these arrows to skip between cards:

The screenshot shows a Qlik dashboard with the following data:

- Permanent headcount:** 4617
- Temporary headcount:** 606
- New hires:** 1444
- Absence ratio (Year):** 4.82%
- Leavers:** 903
- Absence ratio (Month):** -

Filters at the top include: Cost center, Year Month, Employee group, Group, Company, Division, Gender, and Nationality. The dashboard also features several line charts for Headcount, Absence ratio %, and New hires vs. leavers.

You can see filters selected on the screen below - these filters stay the same for every other card selected until deleted:

The screenshot shows a Qlik dashboard for Absenteeism with the following data:

- Absence Ratio:** 1.39%
- Absence Ratio:** 2.93%
- Absence Ratio By Employee Group:**

IL	DL	Managers
1.69%	0.00%	0.00%
- Absence Ratio Trend:** 1.00%, 1.69%, 1.52%
- Absence Overview:**

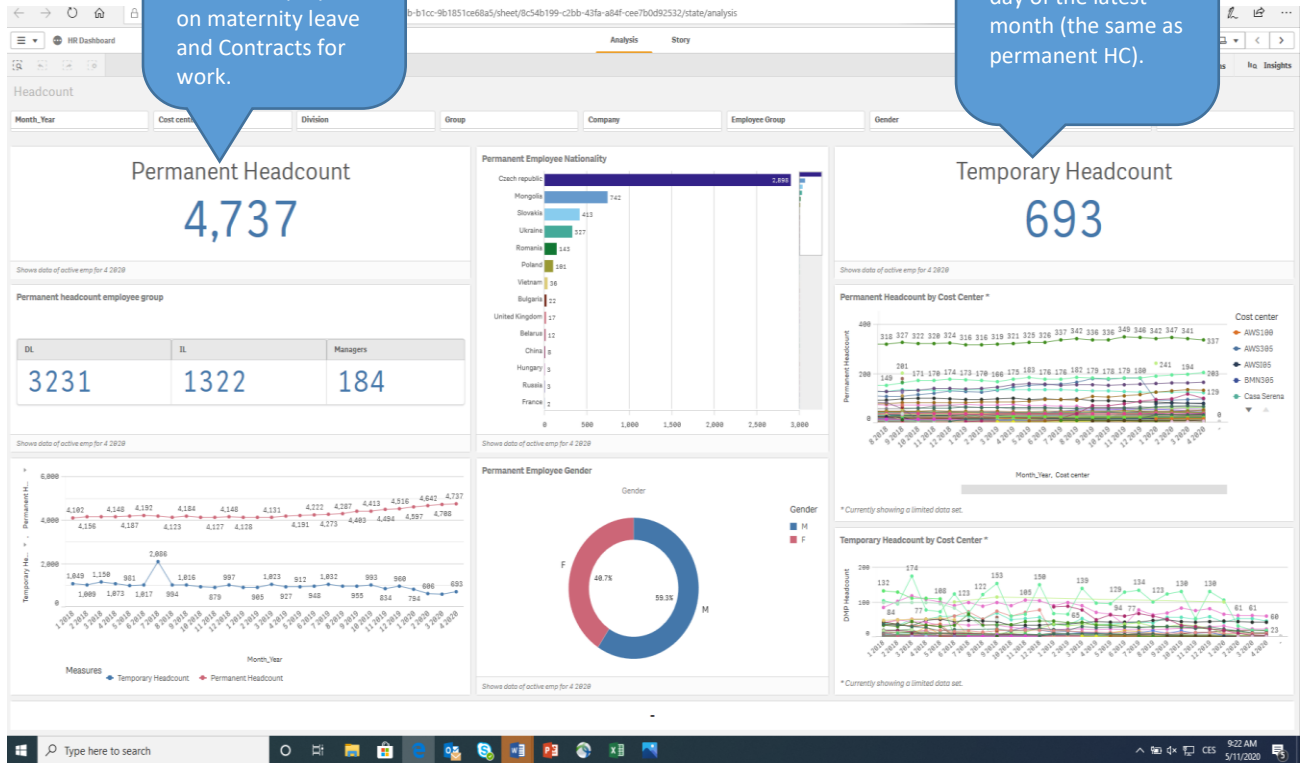
FullName	Month_Year	Absence Ratio	Absence_Type	Paid_Overtime
Totals		1.39%		
Babka Vojtěch	1 2020	0.00%	-	
Babka Vojtěch	2 2020	0.00%	-	
Babka Vojtěch	3 2020	0.00%	-	

Filters at the top include: Month_Year (3 of 27) and Cost center (5 of 293). A red box at the bottom highlights the filter bar: Cost center: DCH601, DCH602, DCH603, DCH604, DCH605 Month_Year: 3 2020, 1 2020, 2 2020.

Below you will find the most common terms explained:

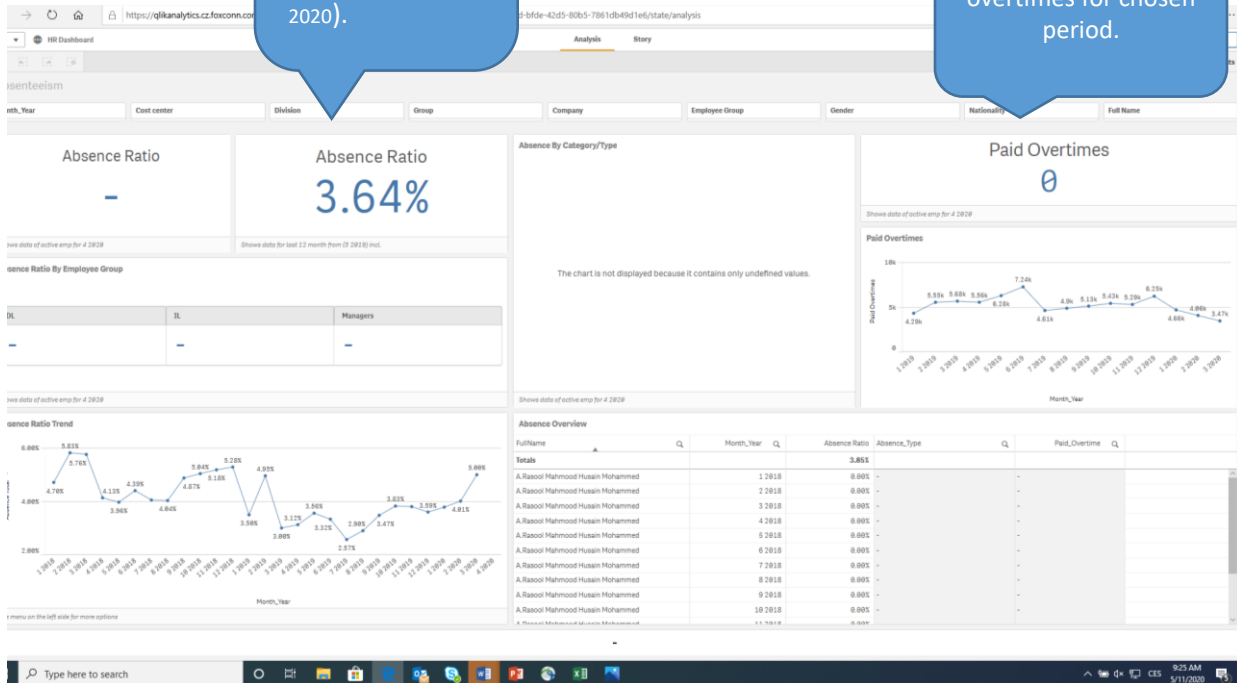
Permanent HC – number of permanent employees valid for the last day of the latest month (e.g. data on 3/15 are valid for 2/28)-this number does not contain employees on maternity leave and Contracts for work.

Temporary HC – number of agency workers for the last day of the latest month (the same as permanent HC).



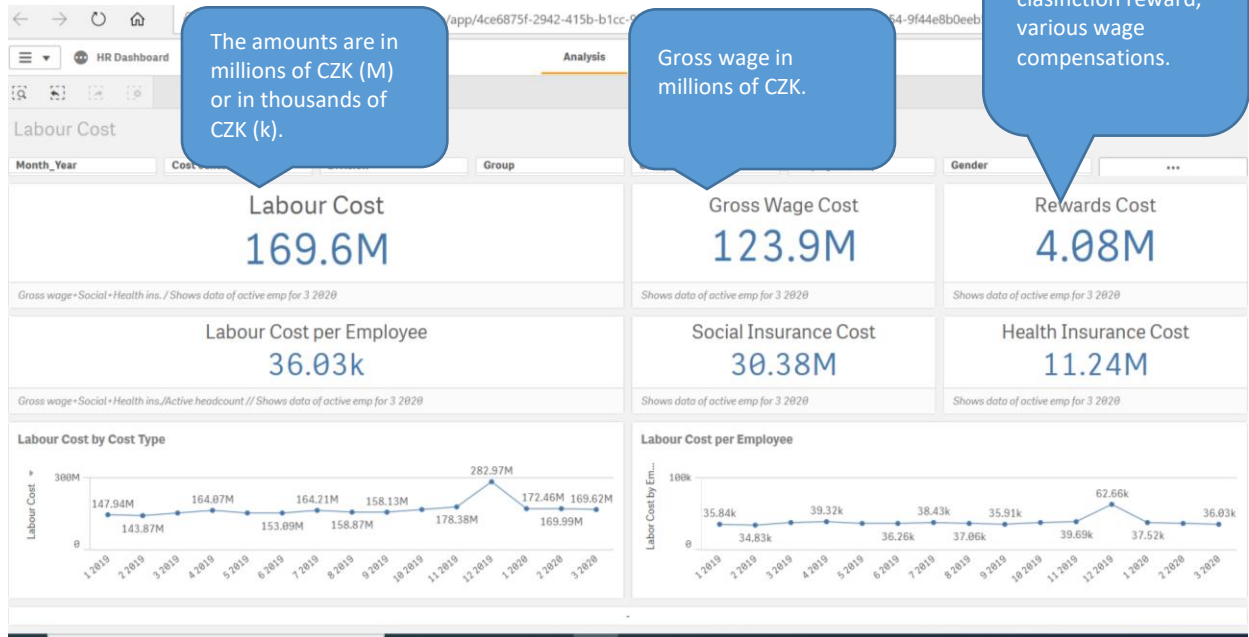
Absence ratio % (Year) – worked and missed hours ratio for the last 12 months – absence means sickness, care of family member, work and non-work injuries (e.g. in March 2020 the data are valid for March 2019-February 2020).

Number of paid overtimes for chosen period.



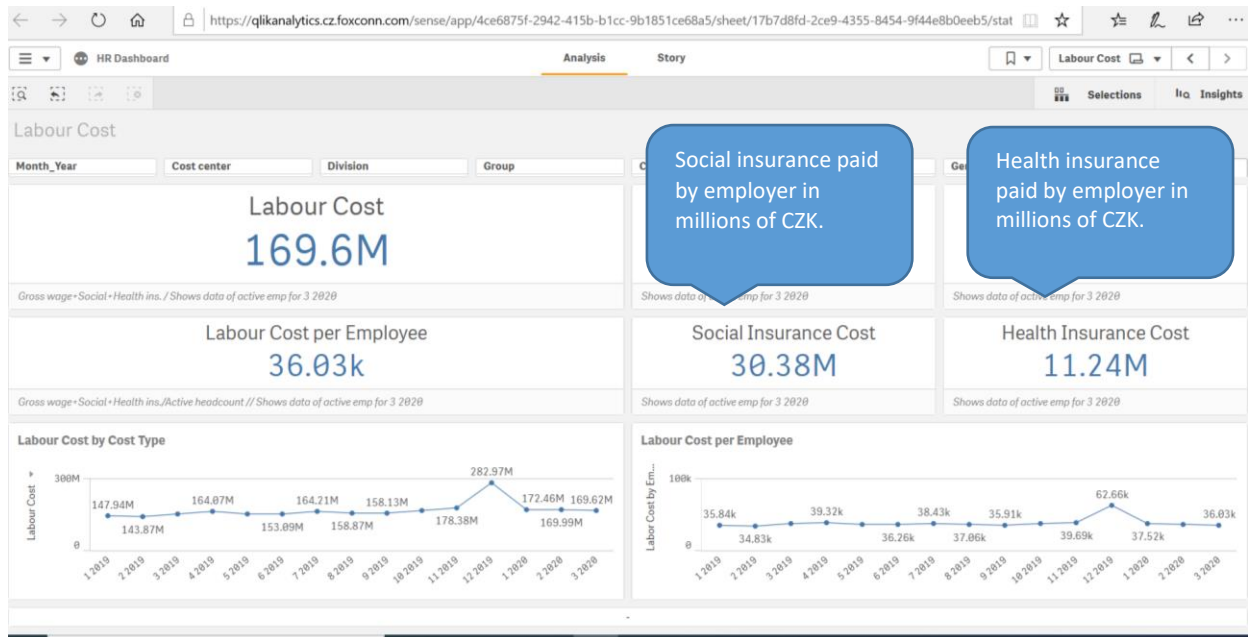
Card with employees' labor costs:

Rewards contain:
 extraordinary bonuses in MyFox (wage+Cafeteria)
 referral bonuses (wage+Cafeteria),
 overtime paid as reward, reward instead of redundancy pay,
 reward for Lean/Kaizen, classification reward,
 various wage compensations.



The amounts are in millions of CZK (M) or in thousands of CZK (k).

Gross wage in millions of CZK.



Social insurance paid by employer in millions of CZK.

Health insurance paid by employer in millions of CZK.

New hires – number of employees that were hired as permanent employees for the last 12 months, incl. internal transfers (e.g. in March 2020 the data are valid for March 2019-February 2020).

Turnover (Monthly) – overview of fluctuation; leavers and average permanent HC ratio for the last closed month.

Leavers – number of permanent employees who left the company for the last 12 months, incl. internal transfers (e.g. in March 2020 the data are valid for March 2019-February 2020)

