

Nakisa Hanelly HR Data Quality

Data Integrity in the Oil & Gas Industry



NAKISA®

The Power of Accurate HR Data for the Oil & Gas Industry

The insights found from utilizing an organization's HR analytics are so powerful that leveraging HR data has become a requirement for most companies, who employ it as a tool to drive their business forward. This is true for any company, but particularly so for the oil and gas industry.

The energy sector, with teams dispersed around the world, is constantly adapting to changes driven by the business cycle and is often working with multiple ERP and HCM systems in use at the same time as a legacy of that adaptation.

What is at stake?

In a recent whitepaper titled "Oil and Gas Talent Management Powered by Analytics," Deloitte found that "during a comprehensive review of a company's HR employment database, one oil field services company discovered that it could improve earnings by \$3 million each year for every one percent decrease in its voluntary attrition rate."



As evidenced, the impact data quality has on a business goes right to the bottom line.

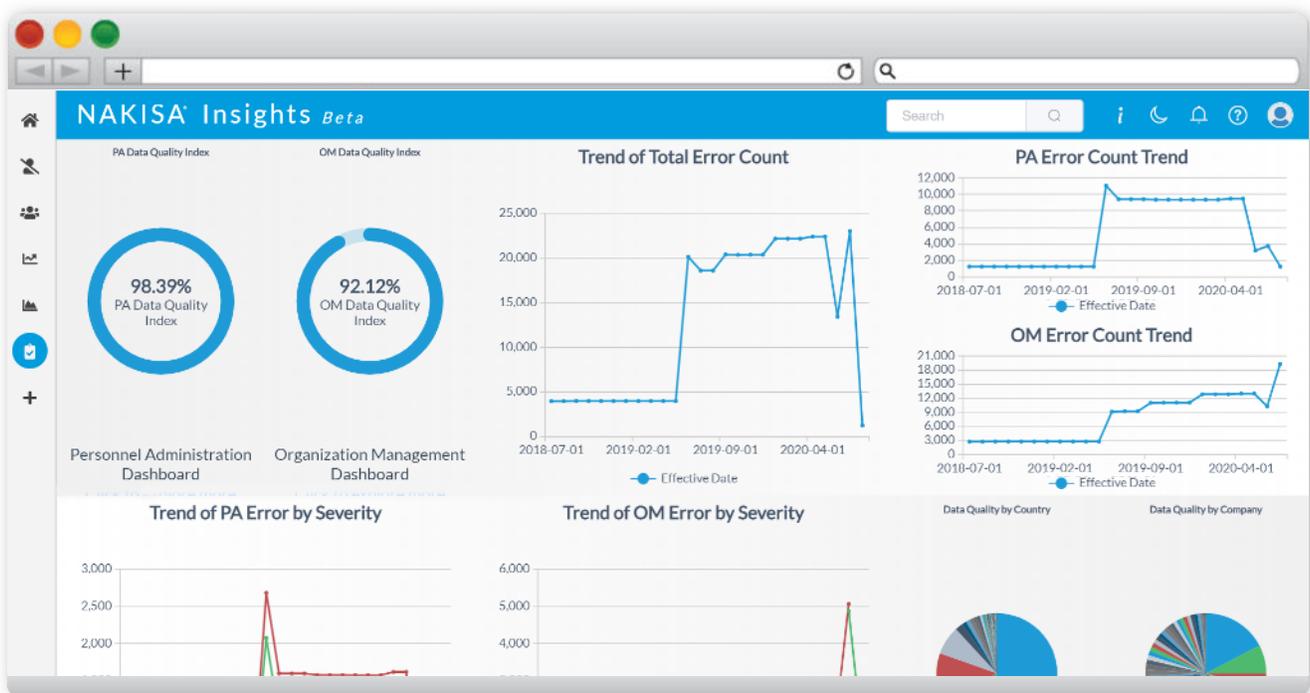
- Decisions based on inaccurate and erroneous information could lead to missed opportunities. These in turn lead to wasted effort, and a loss of earnings.
- Loss of trust in a department or area where data is known to be out of date or poorly maintained.
- Sometimes poor-quality data can result in the breach of contracted or legal commitments, which can have a direct financial implication.

Sophisticated organizational design solutions offer companies a single source of truth to leverage their HCM data and visualize their organization as a whole, chart metrics, display segregated data, drill down to location-specific concerns, plan M&As or reorgs, and fundamentally change the way they manage talent. PwC states, "The power of data-led insight is transforming the way organizations make better decisions and harness the power of their people. Better data is pivotal to today's strategic workforce planning, productivity, talent management, employee engagement and retention, performance management, agility, and mobility decisions."

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“Unlock the Power of Your Workforce Through Data”
– PwC

In order for data-driven reporting to be useful, the data it presents must be accurate, complete, reliable, relevant, and timely. The insight provided by an organization’s HR analytics and reporting is only as good as the data itself.



Data Quality Index Homepage

Bad Data Quality and How it Arises

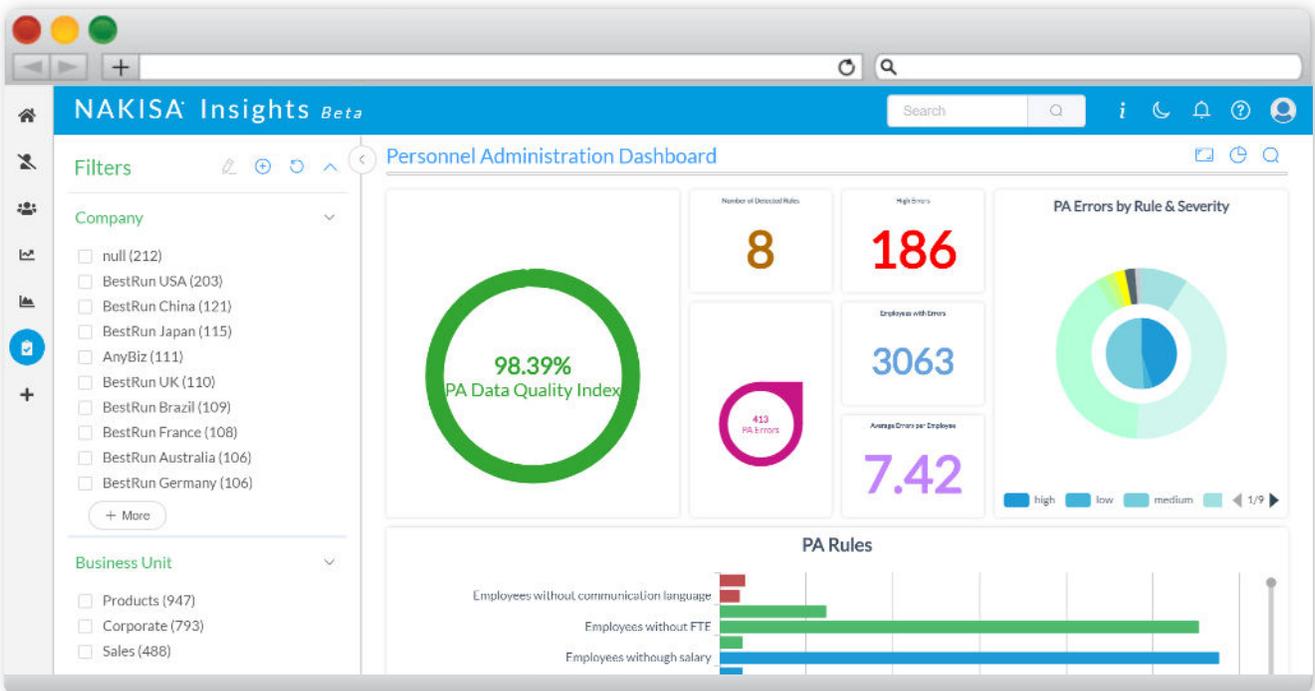
Bad quality data may arise from the following information gaps or errors:

- Missing employee contact information
- Active employees identified below the working age or over the expected age criteria
- Employees on payroll who should not be
- Positions that do not have a cost center or not associated with a business unit
- Location data missing
- Orphaned or duplicated employees

Typically, poor data points can occur for the following reasons:

- Poor general maintenance of processes and validations
- Lack of visibility into what data is missing or incorrect
- Lack of targets to correct error-prone data
- Historical data not considered
- Unclear ownership of data quality fixes

Together, these gaps in information mean that organizations are using data that is riddled with inconsistencies to drive their decision-making.



Personnel Administration Dashboard

How Nakisa Hanelly HR Data Quality Helps

In order to detect and report on data inconsistencies such as missing data, business rule noncompliance, data conflicts, and more, Nakisa Hanelly HR Data Quality provides a centralized visual interface to identify inconsistencies in data maintenance and other company-specific data quality indicators. These include:

- Automated detection of definable quality categories
- Dashboard summaries, tabulation of all data issues, data quality metrics and trend graphics
- Company-specific prioritization levels and recommended actions to resolve inconsistencies/improve quality
- Control error resolution and processing times

Measure Your Data Quality

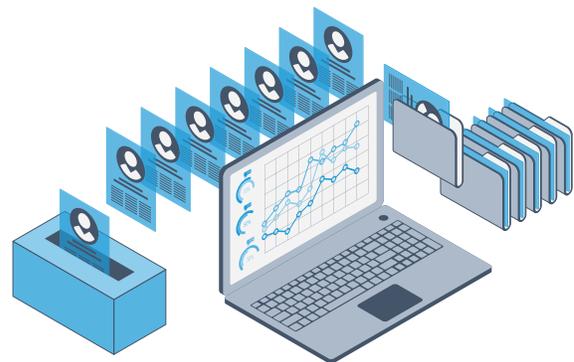
A Data Quality Index (DQI) provides an indication of an organization's data integrity and consistency. Using a DQI, errors are identified based on a set of pre-defined business rules categorized in either Personnel Administration (PA) or Organization Management (OM) groups.

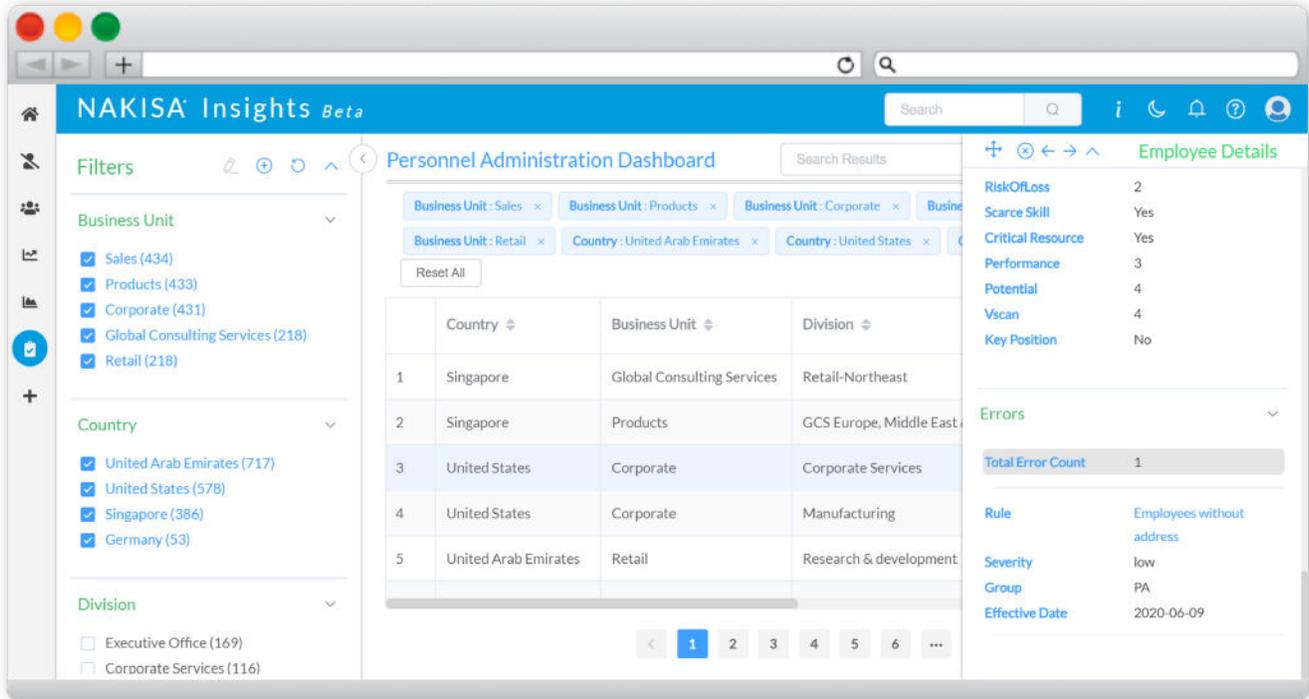
- PA errors are related to Employees
- OM errors are related to Positions and/or Structure

With the Data Quality Index in Nakisa Hanelly HR Data Quality, users can drill down on any issue and, using an intuitive dashboard, focus in on trouble areas, company codes, divisions, overall severity of the problem, by region, or even view the scope of the problem over time.

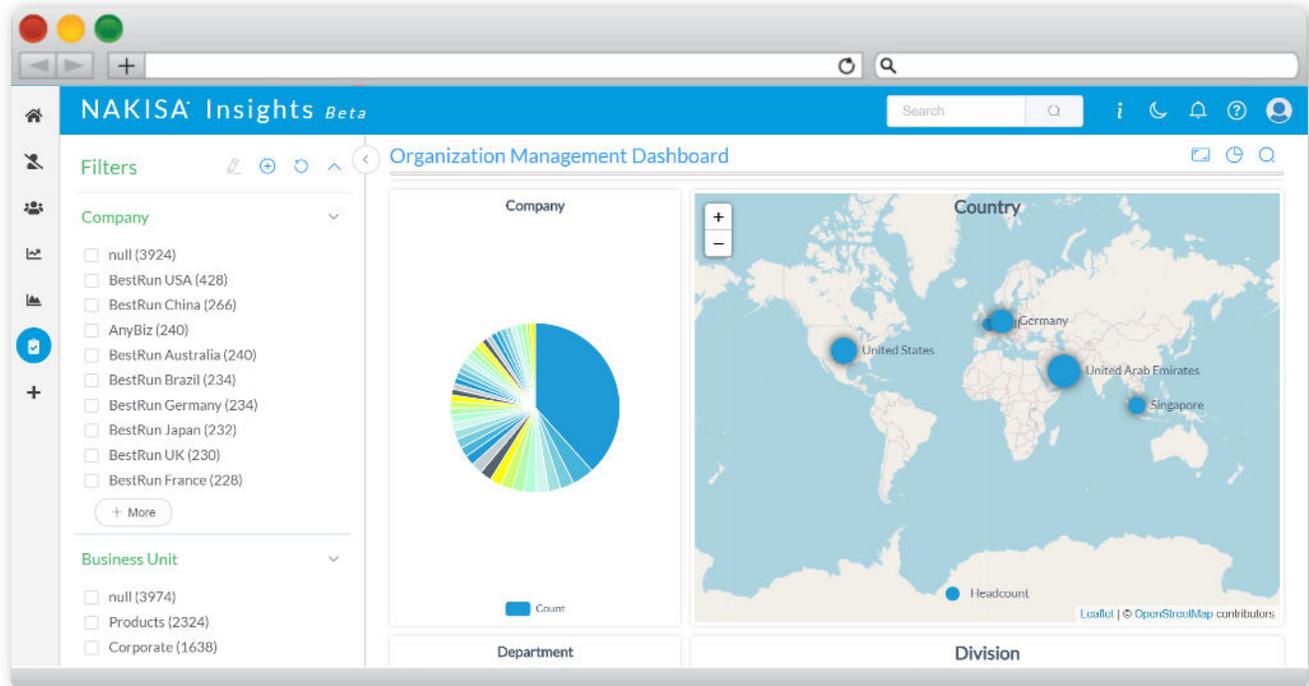
The Data Quality Index does not provide the solutions to errors resulting from data gaps. Rather, the tool empowers decision-makers by indicating potential pain points, allowing them to target and tackle their data inconsistency issues to best address their own unique business needs.

By enabling oil and gas companies to identify potential information gaps so that they can fix and fine-tune their data, Nakisa Hanelly HR Data Quality acts as the cornerstone tool that provides users with a single source of truth they can rely on to track sound data. This empowers business leaders to make better decisions for their companies based on reliable data. In turn, this unlocks accuracy and efficiency in predicting and responding to the HR demands of the current cycle...and the next one.





Personnel Administration Dashboard Search Results



Organization Management Dashboard

About Us

A global leader in cloud business solutions for Organization Design and Accounting & Compliance, Nakisa delivers innovative, forward-thinking and robust human resource and financial management solutions that advance your business strategies.

Contact Us

Please visit www.nakisa.com for more information or email info@nakisa.com to arrange a consultation with a product expert.

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