

Genie for Analytics

Your very own Conversational Assistant for HR Data Insights

How often do we wish, that can we have insights from our data, on the fly? That everything about our data, is unfolded in front of us, without putting much effort (and hence reducing NVAs)?

This is what the idea behind **Genie for Analytics** is & much more. This leverages latest deep learning technologies like Neural Networks & various machine learning algorithm, to enable all of it.

Genie for Analytics uses Natural Language Processing to understand the user query and fetch the relevant information from thousands of possible records, all in a matter of milliseconds. All you have to do, is ask in simple English. The best part is the scale at which this operates - can hold more than 20K conversations every day. Currently, it is trained to handle 18 KPIs (cutting across Organization Structure, Attrition, Recruitment & Performance Rating). All of this is only going to increase in the future.

Genie for Analytics modular architecture is what enables it to go hand-in-hand with digital transformation happening all around us. All this requires, is a simple plug-in to start giving insights, with quick-turnaround being the key. This one is **Built for the future...**

Features



Always at your service

It does not has a downtime:
keep asking!



Quick and Easy

Plug & Play: into any hybrid
application, site, data base!



Always learning and
evolving

Keep asking, and it will keep on
learning about things which are
usually important to you!

How you can access Genie For Analytics?

(1) Download from Play Store (Android) - [Click Here](#)

Or,

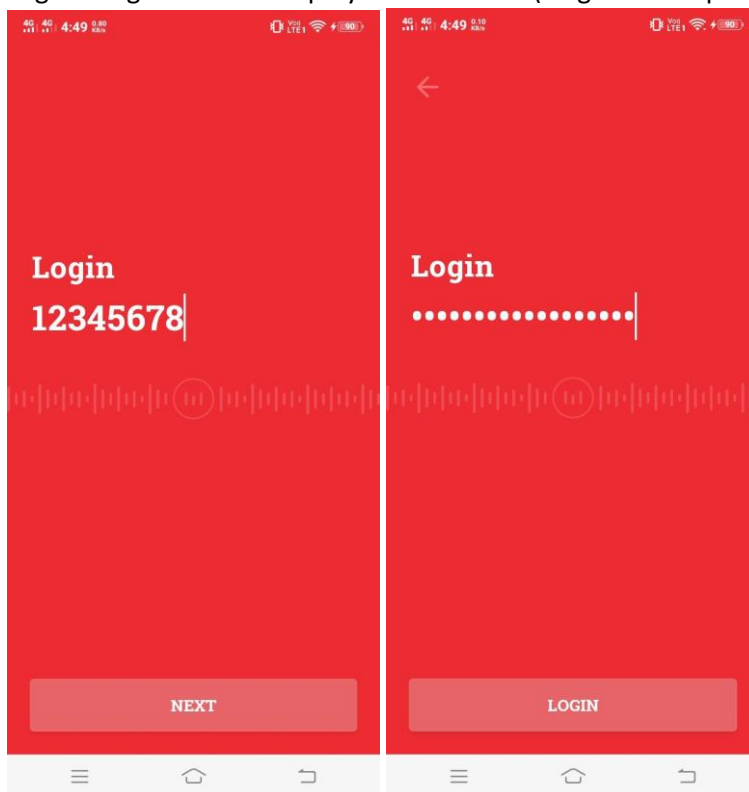
Download from App Store (Apple) – Beta Version is available

(2) Log in to Genie for Analytics, using your Mahindra Credentials

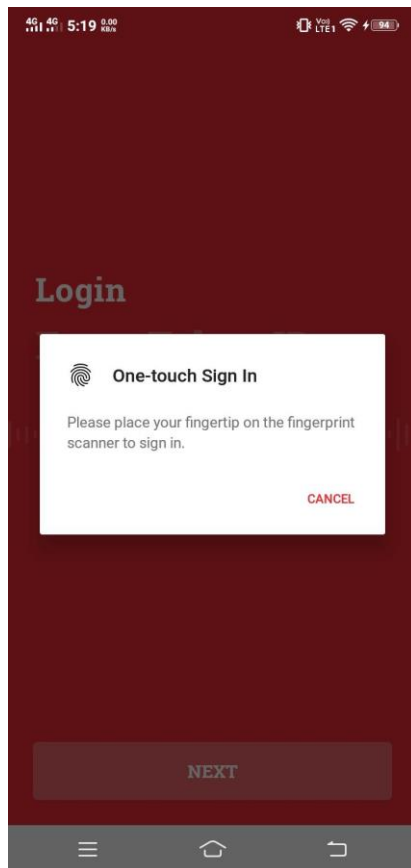
a) Open the Application on your mobile phone -



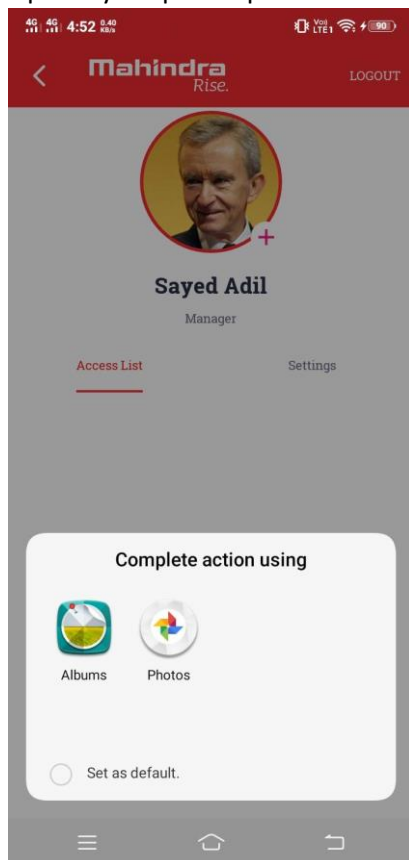
b) Login using Mahindra Employee credentials (Finger Print Option appears on screen)



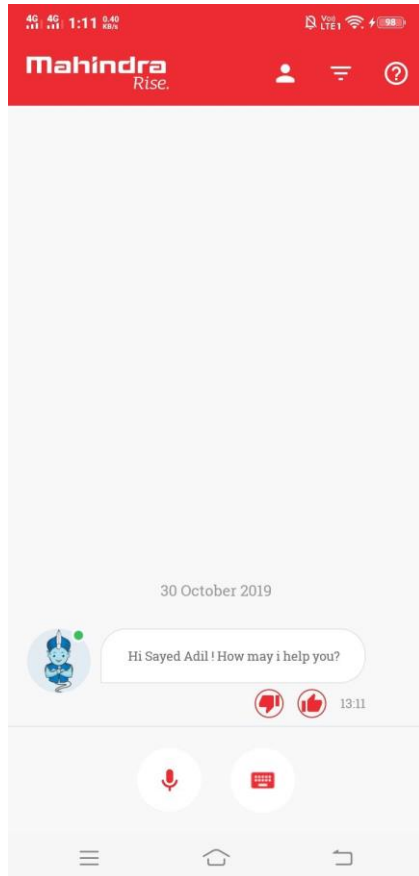
c) Save your Finger Print for further login



d) Upload your profile picture on the Profile page



e) Launch the landing page of BOT and start conversing.



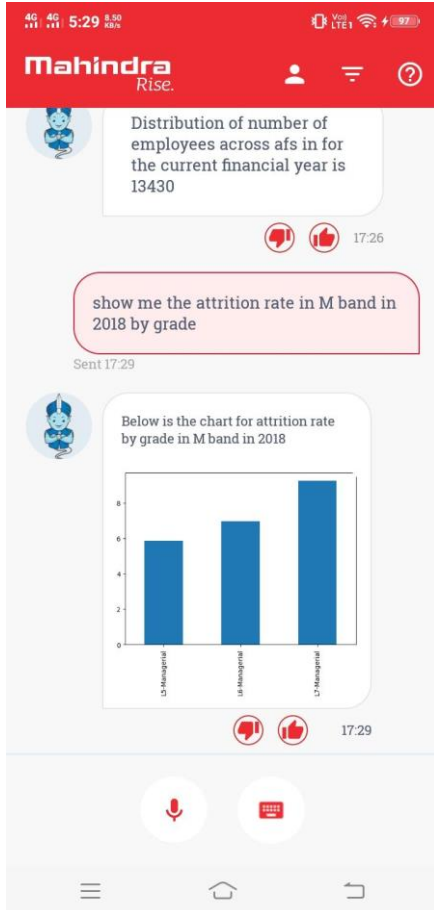
Icons: Below would be visible on the Application

				
Profile Page	Voice Icon	Conversation History	Keypad	Help Desk
View Profile Information like access list and settings	Speech to Text & Text to Speech	Email / Retrieve previous conversation	Converse through text	Raise Ticket for Support

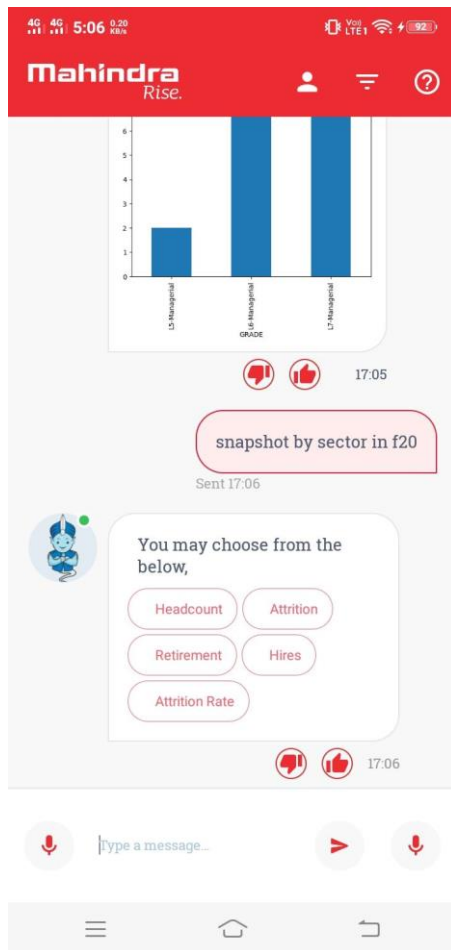
How Genie for Analytics can help you?

What all you can you ask?

1. Tell me the number of employees across AFS for the current financial year?
2. Show me the attrition rate in M band in 2018 by grade -



3. What's the workforce count by division in auto sector whose age is above 45?
4. Attrition rate for auto in FY18?
5. Which BU has the highest promotions?
6. Top 5 Departments by Promotion Rate
7. What is the average span of control in department head band by sector?
8. Show the headcount year on year by sector?
9. Auto Sector, M Band, Female, promotion by Grade
10. Snapshot by Sector in F20 –



11. Show the top 10 departments having highest attrition?

Do's and Don't

- Use proper English phrases while conversing with Genie for Analytics. E.g.,

Yes:

- What is the headcount in auto sector?
- What is the headcount for auto sector?
- What is the headcount in auto?

No:

- What is headcount by auto sector?
- What is the headcount by auto?

- Day-wise data is not available in source database. E.g.,

No:

- What is the Headcount by February?
- What is the Attrition Rate last week?

- Special characters like &, %, \$ are not supported (use the complete 'word')

No:

- What is the attrition %? (use 'Rate' instead)
- What is the attrition in auto sector & farm sector %? (use 'Rate' instead)
- Up to 5 '**Group By's**' are supported. E.g.,

Yes:

- Headcount by sector by band by division by gender by year

No:

- What is the attrition by year by band by sector by gender by grade by division (More than 5 group by will not work)
- KPIs which do not support more than 1 '**Group By**'
 - Attrition Rate
 - Headcount Growth
 - CAGR
 - Promotion Rate
 - Time in Level
 - Pace of Promotion

FAQs

- Does Genie for Analytics allow me to access all the organisational data?

No, Genie for Analytics gives you permission depending on your current role-based access.

- How can I know my access level?

Enter 'Show my access'

- Does Genie for Analytics support multi-lingual?

No, currently it supports only English.

- When the data gets refreshed?

Everyday at 11:30 in the morning.

- Where to raise queries, for getting access changed or raising any issue?

Select 'Helpdesk' for raising ticket & support.

- Does Genie for Analytics has pre-defined questions?

No, Genie for Analytics queries against questions on the fly. It does have human trainers who guide and train Genie for accurate responses.

To Know more, **Talk to Genie for Analytics!**