

Your HR Data & Analytics: Go Beyond the Tip of the Iceberg

What lies beneath the surface is key

Above the surface we find foundational metrics and standard reporting. These metrics are important for HR to understand basic efficiency metrics, but deliver limited value to the business. Many of us spend the bulk of our time here, preparing data and focusing on the things which are only important to us (i.e., HR). Meanwhile, your business colleagues want you to help them hire better talent, retain key talent, and deliver impactful HR and people programs with great ROI. While your work above the surface is good, it's not good enough.

Above the Surface: Lights on HR Metrics & Reporting

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A challenge to dig deeper, respond to ad-hoc requests, and limited insight into the people side of business problems.

Standard, static, single dimension reports pulled from HR systems (Turnover, Headcount, Time to Fill, Performance, etc.)

Below the Surface: Solving Business Problems with People Analytics

Under the surface is where about 80% of the value and insight lies. Locked away, untapped, or hidden from view. This is where connections across data sources happen, where hypotheses can be tested through endless permutations, and where business-relevant analytics come to light.

And it's only when your people and talent data is connected and unified across all of your HR, talent and operational systems - past, present, and future - you get to see the benefits and power of the single VIEW of the truth.

Let's go beyond the surface and use the example of Top Performer Turnover. Your unified dataset, smartly used by your data-driven workforce, and talent team, can now help you:

- Understand the patterns around those top performers who turned over such as tenure, career path, recognitions received, compa and market ratio, where they went to, and the reasons why they left.
- Gain insight into the managers that these high performers worked with, the development programs these managers have been on, their manager career path, or recruitment source.
- Drive a more accurate estimate of your cost of turnover (using multiple factors including recruitment and training costs, time to productivity, opportunity cost of unfilled positions, etc.).
- Understand the demographic differences across this turnover, whether there were stage of life differences (like young parenting years, an under-represented demographic group, or with elderly parents).
- Understand and forecast your revenue/margin impact and identify risks of not meeting your business plan.
- Understand the root causes of the triggers for this segment turning over, when it became an issue, and your financial impacts to date.
- Create more accurate plans and targeted strategies for recruitment.
- Initiate additional research (such as targeted surveys, specific data collection, and focus groups) related to top performer turnover in places where it is most likely to occur (i.e., New York Operations, Business Unit A).

Bottom line, there typically is a lot more horsepower available in your analytics capability, and this horsepower tends to be locked away in your data - versus the functionality of your toolset.

Powerful, trusted, and business-focused people analytics - enabling you to segment like a marketer, slice-and-dice to meet specific audience needs, dive deep where it matters, and tell a compelling fact-based story