



Strategic HR: Selecting a People Analytics Partner

A step-by-step guide for selecting modern business intelligence software to make better, data-driven decisions with your workforce

HR is more **strategically important** than ever.

The proliferation of HR technology has increased the data available to human resource professionals, especially data related to an organization's most crucial asset: it's people. Layer in integrations between systems, APIs, and advanced data management, and a world of information is readily available. Or is it?

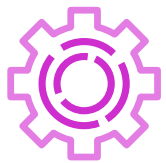
There's a universal problem related to people analytics: underutilized and disconnected data. Which often leads to manual spreadsheets, complex pivot tables, and informative (but not insightful) reports.

A world-class People Analytics software:



Helps address real-world problems

Today's workforce challenges (things like talent shortages, misaligned compensation, DEI, turnover, employee engagement to name a few) require impactful, data-fueled insights to solve. And one size does not fit all, every organization's challenges are nuanced and unique.



Measures outcomes

Modern HR teams must focus beyond metrics to what's important to the overall business. For example, to measure and understand recruitment processing like time to fill, you can adopt some simple HR Metrics. To understand which recruitment channels are your best source of a quality hire and what is the cost of a quality hire, you'll need data combined from various sources and delivered as People Analytics.



Unifies data from multiple sources

Whether you're running HR tech from a comprehensive platform or single point solutions, you need software that can easily aggregate data across your technology into helpful dashboards and scorecards. A world-class software can even pull in data from other business systems outside HR to provide rich insights to inform business decisions.



Provides a single source of truth for workforce data

Having one key system answer key questions about business performance enables organizations to make better decisions, faster. A world-class people analytics software fixes any inaccuracies and inconsistencies when connecting data from different HR systems to ensure that your unified data warehouse is accurate.



With rich, insightful visualizations

Simplify the complex with visualizations and scorecards served up on key dashboards. This allows you see key information and glean important insights quickly and easily. You can even sort and segment on the variables and parameters important to your business.

People Analytics essentials

Much like the technology evolutions that have impacted other areas of the business – like marketing and finance – HR technology gets more powerful (and complicated!) every year. But that doesn't mean it needs to be complicated for you or your IT team!

A modern, world-class People Analytics software must:

Simplify and automate the complex

- Offer insights on demand
- Feature inbuilt data management capabilities
- Streamline data from multiple sources
 - HRIS systems: Workday, Greenhouse, and others
 - Payroll systems: ADP, Ceridian, Paycom, Paylocity
 - HCM/ERP systems: SAP, Oracle
 - Applicant tracking systems: Lever, iCims, JazzHR, HR Recruit
 - Training systems: Cornerstone, HR Learn,
 - Onboarding systems: HR Onboard, Taleo
 - Performance management systems: X, Y, Z
 - Survey tools: X, Y, Z

Be tailored for your organization

- Structured to address your goals
- Your dashboards and visualizations

Maintain strict data security compliance

- Privacy and confidentiality
- GDPR
- SOC 2

Only

35%

of HR professionals said they have the ability to make positive changes based on analytics ([The State of HR Analytics 2021](#))

95%

of organizations agreed that high-quality data and analytics are important to the future success of the business. (<https://www.globenewswire.com/news-release/2022/09/14/2516220/0/en/Workforce-Analytics-Global-Market-Report-2022.html>)

Just

45%

say that their workforce reflects the demographics of today's marketplace (<https://www.affirmity.com/future-diversity-equity-inclusion-2022-ppc/>)

People Analytics selection

You've done some research and now know what's available in the market. But you aren't sure which People analytics software is the best for you and your organization.

We suggest following the steps below to determine the best solution provider partner for you:

Step 1: Evaluate your current approach to analytics and identify the gaps.

Especially those that are preventing you from leverage all the data you have to make truly data-driven decisions. Is it too manual a process? Is it taking too much time away from other critical human resources needs within your organization? And, is it just providing you 'snapshot in time' metric data rather than actionable information that can help you answer some key questions? If it isn't, or if it isn't working for you in other ways, how would you like to change it? Once you've determined your ideal analytics dashboards, evaluate how well your current processes support that.

Step 2: Review and test software:

This Guide outlines the key questions you need to ask at every stage of the evaluation process. Use it as a checklist to evaluate your current approach and match your unique analytics needs with any software you choose to review and test.

Step 3: Assess

Once you have a list of providers who best meet your needs, it's time to see their People Analytics and other offerings in action. Schedule a demo, request a case study, learn how they have helped others with data needs similar to yours.



74%

of millennial employees believe their organization is more innovative when it has a culture of inclusion

47%

actively look for diversity and inclusion when sizing up potential employers. (Deloitte)

44%

of Black and 61% of Hispanic individuals experienced job and wage loss throughout the pandemic

People Analytics guide

This easy-to-use guide offers a handy checklist of what to consider in your people analytics software search.

Considerations:

- ✔ Total cost of ownership
- ✔ The diverse skills needed to build and run people analytics
- ✔ Deployment considerations
- ✔ Your time to launch production-ready People Analytics and the opportunity cost of that time Hardware, & HR Data Warehouse provisioning & design
- ✔ Security, privacy, confidentiality, GDPR
- ✔ Access management and data authorizations to user groups
- ✔ HR data model design, build, maintenance & optimization
- ✔ Ongoing technical changes from systems feeding your People Analytics (new HR Tech & evolving data models)
- ✔ Ongoing data management, ETL and data refreshes
- ✔ HR metrics build and algorithm development for people analytics (the common/standard ones and those unique/customized to your environment such as Quality of Hire metric)
- ✔ Analytics, dashboards and visualization development
- ✔ Training and support for end users

Compliance

When looking for a people analytics software, data security should be top of mind. Working with sensitive data, your provider needs to have the measures in place to protect your information.

You want your people analytics provider to have accreditations that show they've done the work to develop processes and implement processes and procedures to keep your data safe and secure. Certifications like SOC 2 Type II demonstrate they adhere to best practices when processing any confidential data.

Vigilance with data security should encompass hosting as well as processing data. You want a software that's trusted with the right infrastructures in place. Don't forget to ask what measures are in place to make sure your data is secure.



Thank You

Thank you for taking the time to read our guide, we hope you found it useful. If you think we've missed any features or functions from our checklists please email us with your feedback on marketing@hireroad.com

If you would like to talk to our consultants about anything in this guide or Learning Management Systems please get in touch.

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