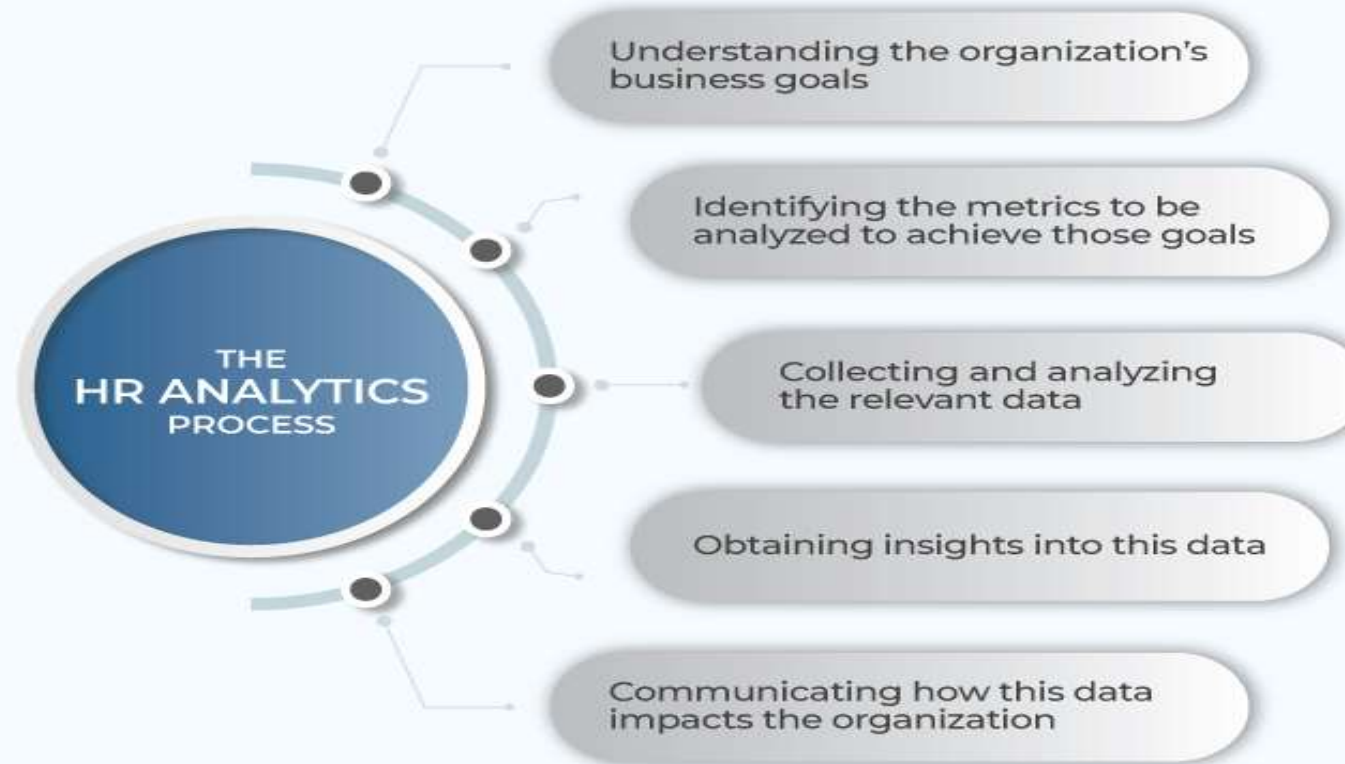


HR Analytics

THE HR ANALYTICS PROCESS



BENEFITS OF HR ANALYTICS

1. Improve your hiring process :

- Finding the right candidate is always a task, and when they do, one can only hope everything goes well and they actually join the organization.
- How many candidates actually join, how many drop-off at what stage? What job work the best for you?
- How many candidates do you need to reach out to close a position?

These are just some questions that you could look at resolving through analytics.

2. Reduce attrition

- HR Analytics here will go a long way in identifying what are the factors contributing to attrition and what remedial measures can be taken to avoid it in the future.

BENEFITS OF HR ANALYTICS

3. Improve employee experience

- Employee experience is the sum of experiences that an employee feels throughout their journey. It is important for managers and HR reps to meet with employees regularly to understand what factors are affecting employee experiences in positive and negative ways

BENEFITS OF HR ANALYTICS

4. Make your workforce productive

- Productivity levels will always go up and down and there are a host of factors affecting that.
- This ranges from office infrastructure, work environment, managers and team-mates, and job satisfaction among other things.
- Gathering data on what's affecting productivity will certainly arm you with data to take corrective actions.

• 5. Gain employee trust

- When you bring about changes to processes to make them better and introduce new ones, your employees take notice. They know their feedback is valued and the management team will act on it.
- This is crucial to build and maintain employee trust, a critical element to high employee engagement, employee success, and employee retention percentages.

BENEFITS OF HR ANALYTICS

6. Improve your talent processes

- Talent processes are not only about pre-hiring, hiring or annual performance reviews, but they are also much more than that. HR should always be monitoring their talent processes, identify challenges and bottlenecks if any, and then work on them.
- Conducting employee surveys is a good idea, get their feedback and inputs and work on them.

PREDICTIVE HR ANALYTICS

- Predictive Analytics analyzes historical data in order to forecast the future. The differentiator is the way data is used.
- In standard HR analytics, data is collected and analyzed to report on what is working and what needs improvement.
- In predictive analytics, data is also collected but is used to make future predictions about employees or HR initiatives.
- This can include anything from predicting which candidates would be more successful in the organization, to who is at risk of quitting within a year.

PREDICTIVE HR ANALYTICS

- **How does it work?**
- Advanced statistical techniques are used to create algorithmic models capable of identifying trends and future behaviors.
- These future trends can describe possible risks or opportunities that organizations can leverage in long-term decision-making.

Example :predictive analytics can be used to study turnover of employees.

With predictive analytics, an algorithm can be devised to predict the likelihood of employees quitting within a given timeframe.

Being able to flag which employees are at risk enables organizations to step in with preventative measures and avoid the cost of losing productivity and the cost of re-hiring.