# Evaluation People analytics

**What is the main advantage to use People analytics?**

The main advantage of People analytics is getting better knowledge of the employees to manage and guide them, for their own good and for the company.

**What are the pre-requisites / basics to manage People analytics?**

- Data analysis

- HR knowledge to contextualize

- Good quality data (complete and correct data)

**Put in the right order the employee journey & the HR processes**

(from top to bottom)

Budget

Strategic workforce planning

Recruitment

Hiring & Onboarding

Career & Development / Learning

End of contract / offboarding

**Please name 5 HR KPIs + why theses KPIs are important to follow (name of KPI + why it’s important for each KPI)**

- Net Promoter Score : This is a score that measure the satisfaction of employees on particular domain. It is a direct way to ask the opinion of employees so there is less lost data. You can measure the Net Promoter Score on a course, on a recruitment process…

- Employee Engagement : Employee engagement can measure the rentention of the employee. It is very important because it is more costly to hire a new employee than keeping one. So if you have a low employee engagement, you need to take actions to increase it.

- Business Performance : It is important to measure the productivity of an employee to talk to him if he is not productive and see with him how to increase his situation, or to give credit and congratulate a very productive employee.

- Training efficiency : The training is an important part of the employee’s work : it is necessary for him to do a good work. It is also important to measure it and see where we can improve the training of the company

- Stakeholders perception : Stakeholders perception can represent a great source of information as it is a qualitative metrics. It is important to mix quantitative and qualitative data in order to have the most complete analysis possible.

**Please name 3 KPIs to follow the Recruitment efficiency + why theses KPIs are important to follow**

- Time to hire : This KPI measure the time between the creation of the job offer and the effective hiring of an employee. It is important to know this data because hiring is a process that costs more money as the time passes by. A tth that is too high may make the company to loose money. However, a tth that is too low may indicate that the process is rushed and the recruitment quality may be increased by giving more time.

- Offer acceptance rate : The OAR is important because it can measure the efficiency of the whole hiring process in term of employee’s attraction. A good OAR indicates that the hiring process often leads to an actual hiring.

- Quality of hire : The quality of hire is measured by asking employees and managers how do they find the hiring process and get a percentage of the one that are satisfied with it over the total population. It is important because it is the most direct way of knowing what do the employees think of the hiring process

**How can we measure the employee satisfaction? (name of the KPI and way to calculate)**

- Net Promoter Score : You can measure the employee satisfaction by a NPS. You can ask the employees (anonymously) if they would recommend the company to other people and take the percentage of people that would recommend over the total population.

**Why is the onboarding a key process ? (at least 1 reason). Name 1 KPI associated**

- The onboarding is a key process to include the employee the best may possible and give him the envie to stay in the company. Besides, a correctly included employee will be more efficient faster. You can measure it with a Net Promoter Score on the job training for example

**Why is the offboarding a key process ? (at least 1 reason) Name 1 KPI associated**

- The offboerding is also a key process to leave a good trace in the mind of the leaving employee. It will also increase the reputation of the company. You can measure with the turnover rate.

**What’s means hard skills? soft skills? Give examples**

Hard skills are all the technical skills an employee needs in their job (Computer skills, manual skills, math…)

Soft skills are all the human and communication skills an employee needs in almost every jobs, to work in a team or understand a business need.

**Please name at least 3 benefits of using an HRIS (Human Resources Information System)?**

An HRIS is better for :

- The speed of collecting information : for manager, it is faster to give the information right into their computer than writing a piece of sheet and give it to HR

- The organisation of the data is better and you have less chance of losing a file.

- The analysis is better for people analytics and HR

**What are the basics to have a good and powerful storytelling? (At least 2 best practices)**