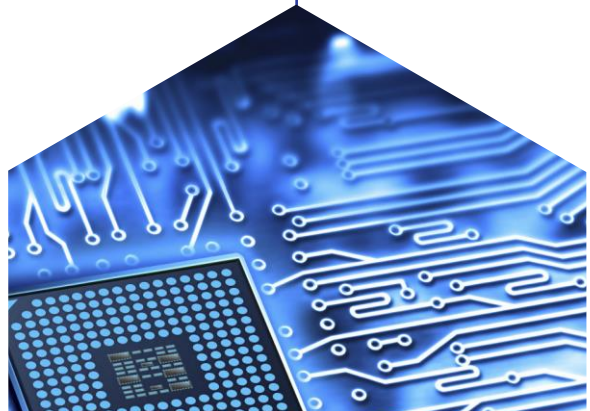




AI driven people management



High impact **people analytics**

Companies leveraging people analytics to its full potential are*

2x More likely to improve their leadership abilities

2.5x More likely to improve talent mobility – moving the right people to the right jobs

3x More likely to realize cost reductions/efficiency gains



30%

Higher return on stock prices compared to their S&P 500 peers

Challenges faced

Data is silo-ed in multiple systems
Data quality suspect due to lack of rigor
in maintaining robust data historically

**Data
availability**

**Legacy
systems**

Legacy HR systems are rigid and do not
allow for easy analysis
High costs for introducing new
functionalities

HR teams traditionally lack rigorous
analytical and technical skills

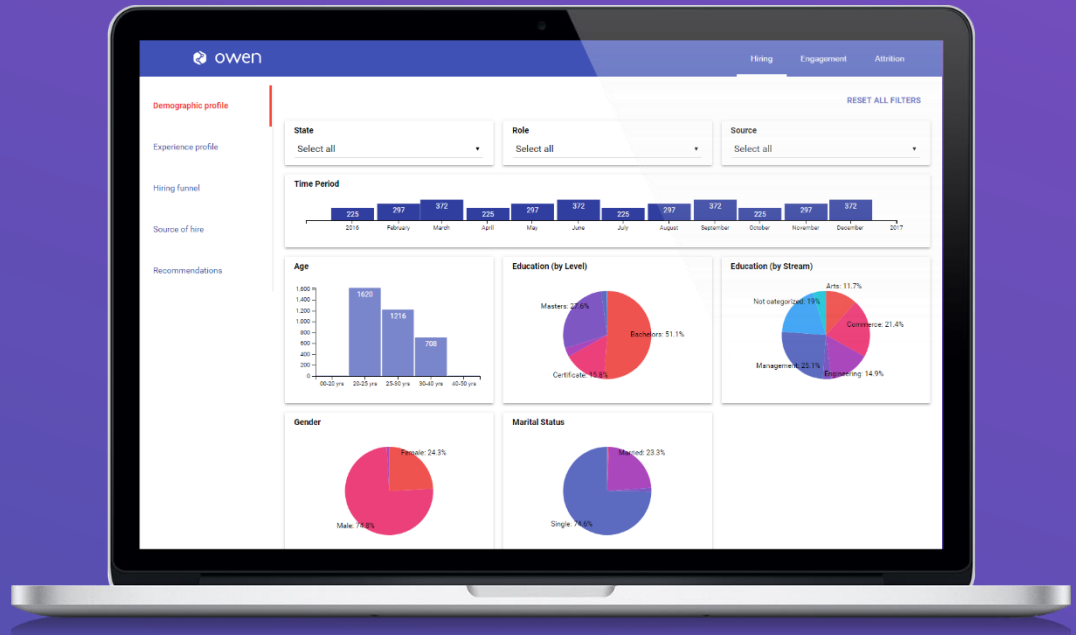
**Analytics
competencies**

**Traditional
role of HR**

Known traditionally as an *execution
partner*, HR teams unable to obtain
executive sponsorship/ funding to
accomplish new, innovative projects

Our solutions

Our solutions help organizations enhance **Employee Life Time Value (ELTV)** by providing data-driven insights at every stage of the employee lifecycle



Workforce planning

- Setup workforce targets and track progress
- Monitor workforce costs against budget



Talent Acquisition

- Improve hiring efficiency
- Enhance Quality of hires



Engagement

- Measure engagement levels
- Monitor team dynamics, key influencers



Performance

- Track performance
- Identify high potential talent



Attrition

- Predict risk of attrition
- Determine key drivers

Cutting-edge technology

Driving business outcomes through data-driven people management

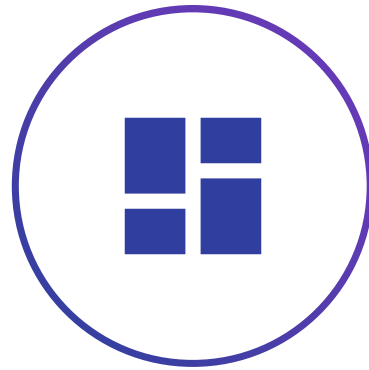
A clever combination of state-of-the-art analytics methodologies and latest technologies provides unique insights to organizations using their people data.

Data is analysed from multiple angles to provide a comprehensive view of the organization, and the ability to monitor metrics that matter.

OWEN is a plug-and-play solution that enables data-driven decision making out of the box.



Key benefits



Interactive
dashboards



Data transformation
and standardization



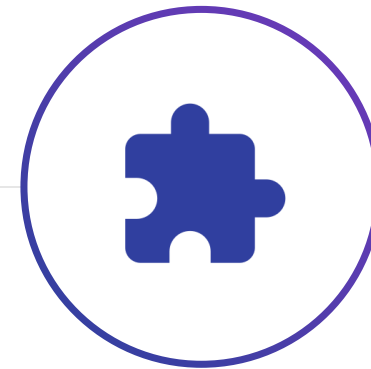
Mobile friendly



Data security




On-cloud or on-
site



Modular
architecture

About **us**



 **Tej Mehta**
Founder & CEO




 **Hemant Tathod**
Chief Commercial Officer




 **Subrajit Kumar**
Chief Data Scientist




 **Dr. Arvind N. Agrawal**
Advisor, HR & Talent
Management




 **Michel Zarka**
Advisor, Org. Design &
Change Management




 **Andrew Spence**
Advisor, Digital
Transformation

About **us**

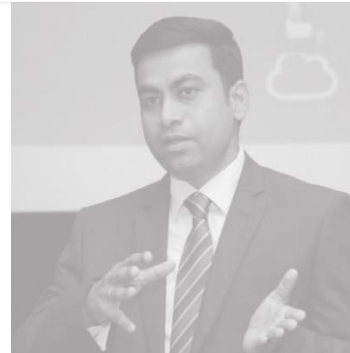



 **Tej Mehta**
Founder & CEO



 **Dr. Arvind N. Agrawal**
Advisor, HR & Talent
Management

 **Hemant Tathod**
Chief Commercial Officer




 **Michel Zarka**
Advisor, Org. Design &
Change Management

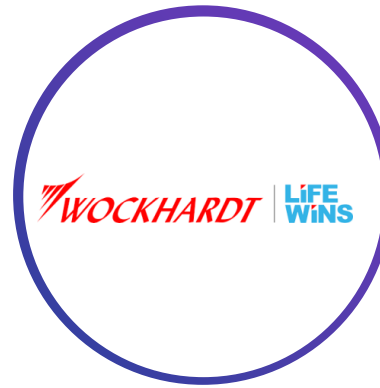


 **Subrajit Kumar**
Chief Data Scientist



 **Andrew Spence**
Advisor, Digital
Transformation

Trusted by
these
companies
around the
world



Contact us



www.owenanalytics.com



+91-22-2847 8211



owen@owenanalytics.com

PARIS

LONDON

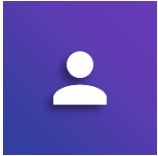
MUMBAI

BENGALURU

Case Study: Attrition

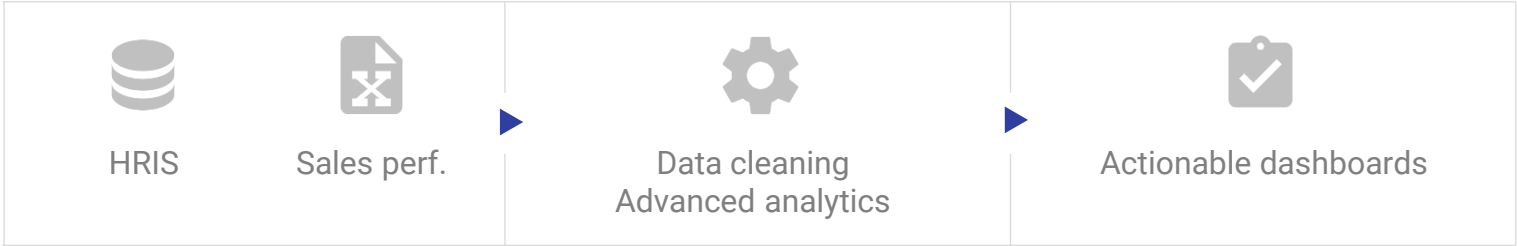


Business Objective
Enhance revenue growth

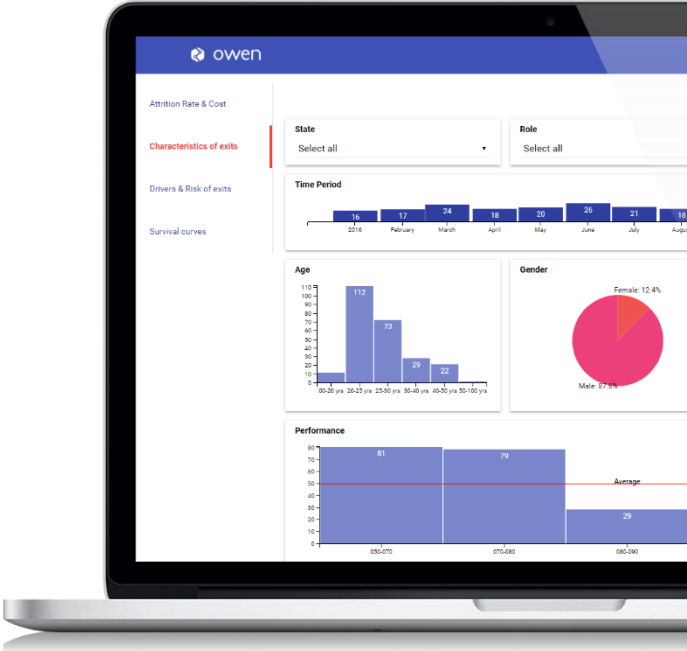


People Objective:
Improve productivity and reduce
attrition of sales representatives

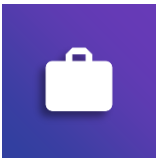
8%
reduction
in attrition rates
in 7 of the 10
largest BU's
within 12 months



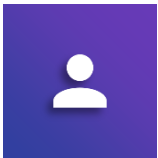
SYSTEM OUTPUTS	ACTIONS
Characteristics of individuals who leave within one year	▶ Use criteria to filter out candidates during hiring
Predictions on individuals who are at risk of flight	▶ Proactive interventions to retain talent
Drivers of risk	▶ Proactive interventions to retain talent
Rate of hiring and on-boarding to meet revenue targets	▶ Focus hiring efforts on sources that have highest conversion rate



Case Study: Talent Acquisition

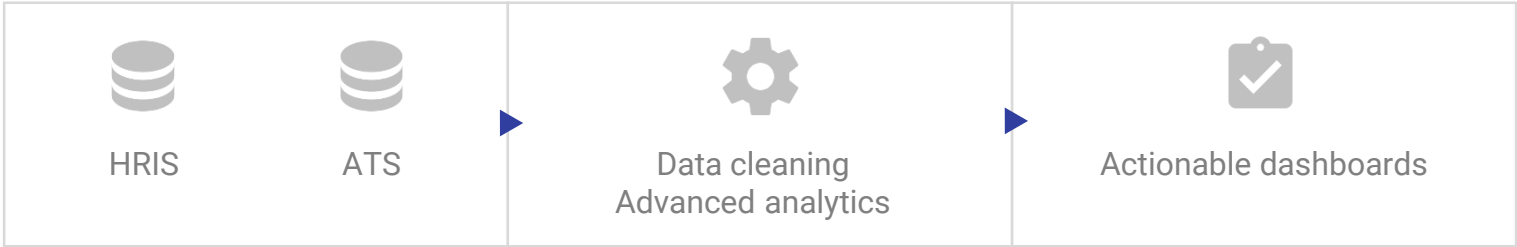


Business Objective
Improve customer service



People Objective:
Position sufficient service representatives with appropriate skills

70%
reduction
in time to fill



SYSTEM OUTPUTS	ACTIONS
Identification of role suitability from given resume	▶ Interview only those suitable for customer service roles
Identification of location suitability from given resume	▶ Select candidates based on location
Recommendation to interview	▶ Interview only those who are likely to be high performers

