



How do we make Carta's People data reliable, accessible and scalable?

Human Resources Management System

- ♦ Implement on enterprise level rather than in silos.
- It will act as single source of solution that address all the HR needs.

Scalable

 HRMS can evolve as organization or functions expands.

Accessible

Ease with intuitive and user-friendly features.

Reliable

Safe and Consistent in performance



How can we deliver better insights to our business partners to improve decision-making?

Address business challenges,

existing process issues and day to

day priorities.

Address Business Challenges by

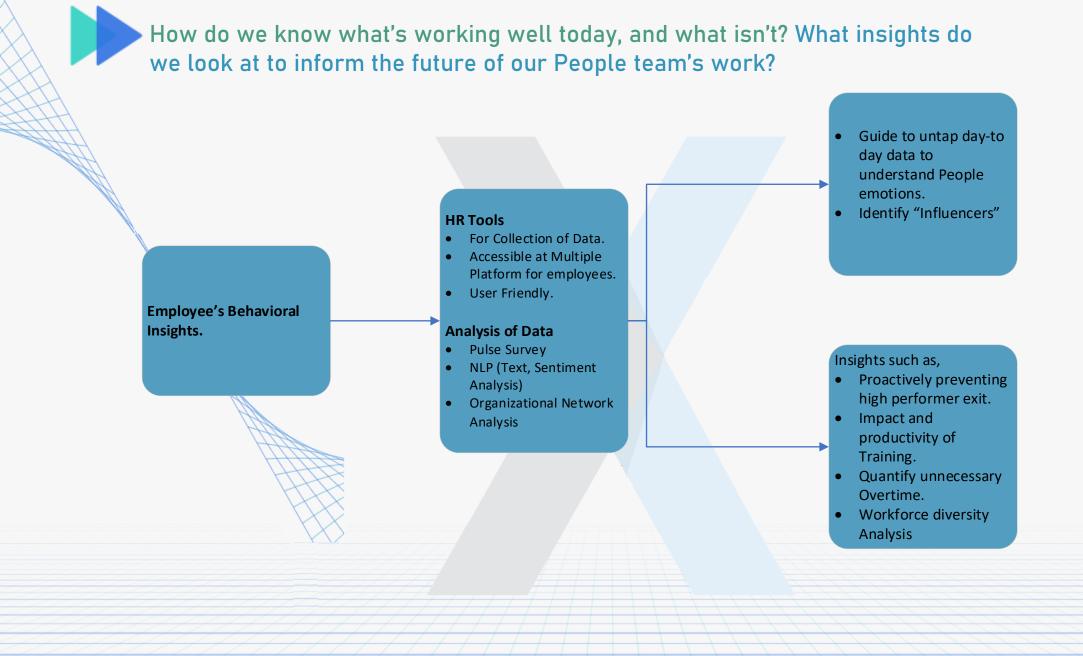
- Translating the data beyond numbers by extracting key insights that provides solutions to their business challenges
- Leverage analytical techniques to identify trends, opportunities/threats and predict the outcomes

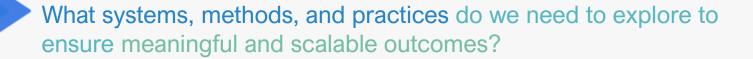
Address existing process issues by

 Analyze the data to determine root cause of problems (by applying Lean/Six Sigma techniques) and provide alternative solutions to optimize process flow.

Address day to day priorities by

 Proactively deliver the possible standard reports/dashboards on a regular cadence.





System

- Emphasis on developing a People data framework that focus on all function such as workforce planning, Hiring, Onboarding, employee engagement etc.)
- Encourage collaboration among different functions to identify, prioritize and execute the relevant people analytics needs.
- Encourage research in the prevailing trends and practices in human capital using scientific methods

Methods

- Build and Maintain People Analytics Database efficiently. If database are in Silos, then integrate them and other data sources there by developing a large and complex data.
- Partner closely with functional leaders and help them to determine achievable goals employees across functions.
- Empower the HR resources with the needed skillset and toolset along with other competencies required to solve the problem and enhance storytelling capabilities.
 - Skillset: Advanced analytical techniques (
 Regression, Text Analytics, Decision Tree etc
 to test hypothesis and build models)
 - **Toolset:** Any Business Intelligence tools
 - Other Competencies: HR consultative skills

Practice

- Deliver easily accessible, accurate and relevant information:
 - For HRBP: Provide data Insights and analysis to support initiatives in succession planning, talent management, workforce planning, employee engagement etc.
 - For Rewards team: Provide analysis based on any Market Survey.
 - For Talent Acquisition team: Analysis of ATS, Other metrics such as Quality of hire, Cost per hire, recruitment funnel effectiveness etc.
 - **For Leadership team:** To assist in quantifying key deliverables and influence stakeholders.



Pulse Survey
Limited
questions
helps narrow
focus.

Cross Functional
Assessment

Measure clarity of team goal, coordination, etc. and benchmark it with other teams Means for Understanding Employee Engagement

Hybrid Analysis
Mix of Survey
and 1-1 meet.

Use of Al

Use of analytical techniques such word cloud, text analytics, ONA.

How do we better align our data and priorities with partner teams, like Finance and Data Analytics, and establish a "single source of truth" for People Data?

