

HR Analytics

Unlocking Insights for Strategic Decision-Making

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Agenda

Exploring the Evolution and Impact of HR Analytics on Organizational Success

01

Introduction to HR Analytics

A glimpse into the fundamentals of HR analytics and its significance in modern organizational management.

02

Origin & History of HR Analytics

Tracing the roots and developmental journey of HR analytics to understand its evolution over time.

03

Technology Advancements

An overview of how technological advancements have revolutionized HR analytics practices.

04

Scope of HR Analytics

Exploring the wide-ranging applications and potential of HR analytics in driving organizational success.

05

Practical Applications of HR Analytics

Insights into real-world implementations of HR analytics in employee recruitment, development, engagement, and compensation strategies.

Insights & Evolution

Introduction to HR Analytics

Exploring the Origins and Benefits of HR Analytics

Enhancing HR Processes



HR Analytics leverages data and metrics to optimize HR functions, leading to improved efficiency and effectiveness.

01

Informed Decision-Making



Utilizing data-driven insights enables organizations to make strategic decisions that align with business objectives and employee needs.

02

Historical Context



Delve into the evolution and history of HR analytics to understand its development and relevance in modern HR practices.

03

01



History and Evolution

Origin & History of HR Analytics

Evolution from the Hawthorne Studies in the 1900s

Call-to-action

Evolution Timeline

Early Beginnings

Exploring the Origins of HR Analytics

1900s

Hawthorne Studies examine the impact of working conditions on productivity.

1950s-1960s

Businesses adopt data analysis to study employee turnover and absenteeism.

1970s

Emergence of HR Information Systems (HRIS) for data management.

Evolution Timeline

Early Beginnings

Exploring the Origins of HR Analytics

1980s

Integration of HR metrics for strategic decision-making.

1990s

Shift towards predictive analytics in HR practices.

2000s

Rise of Big Data and advanced HR analytics tools.

HR Tech Evolution

Technology Advancements

Evolution of HR Technology

1980s-1990s

Rise of HR information systems (HRIS) enabling automation and data collection.

Early 2000s

Introduction of HR analytics, recognizing data's potential to enhance HR processes.

2010s

Integration of advanced analytics tools for predictive HR insights.

HR Tech Evolution

Technology Advancements

Evolution of HR Technology

Present

Incorporation of AI and machine learning in HR analytics for enhanced decision-making.

Future

Anticipated growth in HR analytics capabilities to drive strategic workforce planning.

Ongoing

Continuous evolution towards real-time, data-driven HR decision-making.



HR Analytics Scope

Scope of HR Analytics

Enhancing HR Management through Analytics

Impact Analysis

Scope of HR Analytics

Enhancing Organizational Success through Data-driven HR Decisions

Analyzing HR data



Utilizing data analysis techniques to extract insights and trends from HR-related information for informed decision-making.

Improving employee retention



Identifying factors influencing employee turnover rates and implementing strategies to enhance employee satisfaction and loyalty.

Increasing productivity



Leveraging data to optimize workflows, identify performance gaps, and enhance productivity across the organization.

Reducing costs



Utilizing HR analytics to identify inefficiencies, streamline processes, and cut unnecessary expenses to improve overall cost-effectiveness.

03



HR Analytics Optimization

Practical Applications of HR Analytics

Enhancing HR Functions through Data Optimization

Employee Engagement

Employee Retention

Enhancing Employee Engagement and Longevity



Identifying Attrition Causes

Leverage HR analytics to pinpoint underlying factors driving employee turnover.



Tailored Policies Creation

Develop customized HR policies and training initiatives to mitigate attrition impacts.

Performance Analysis

Employee Performance

Analyzing Promotion Expectations and Motivation for Better Performance

Analyze Promotion Expectations

Dive into employees' expectations regarding promotions and evaluate the average wait time for promotions within the organization.

Motivate Employees for Better Performance

Explore strategies to motivate employees effectively, encouraging them to perform better and increase retention rates.

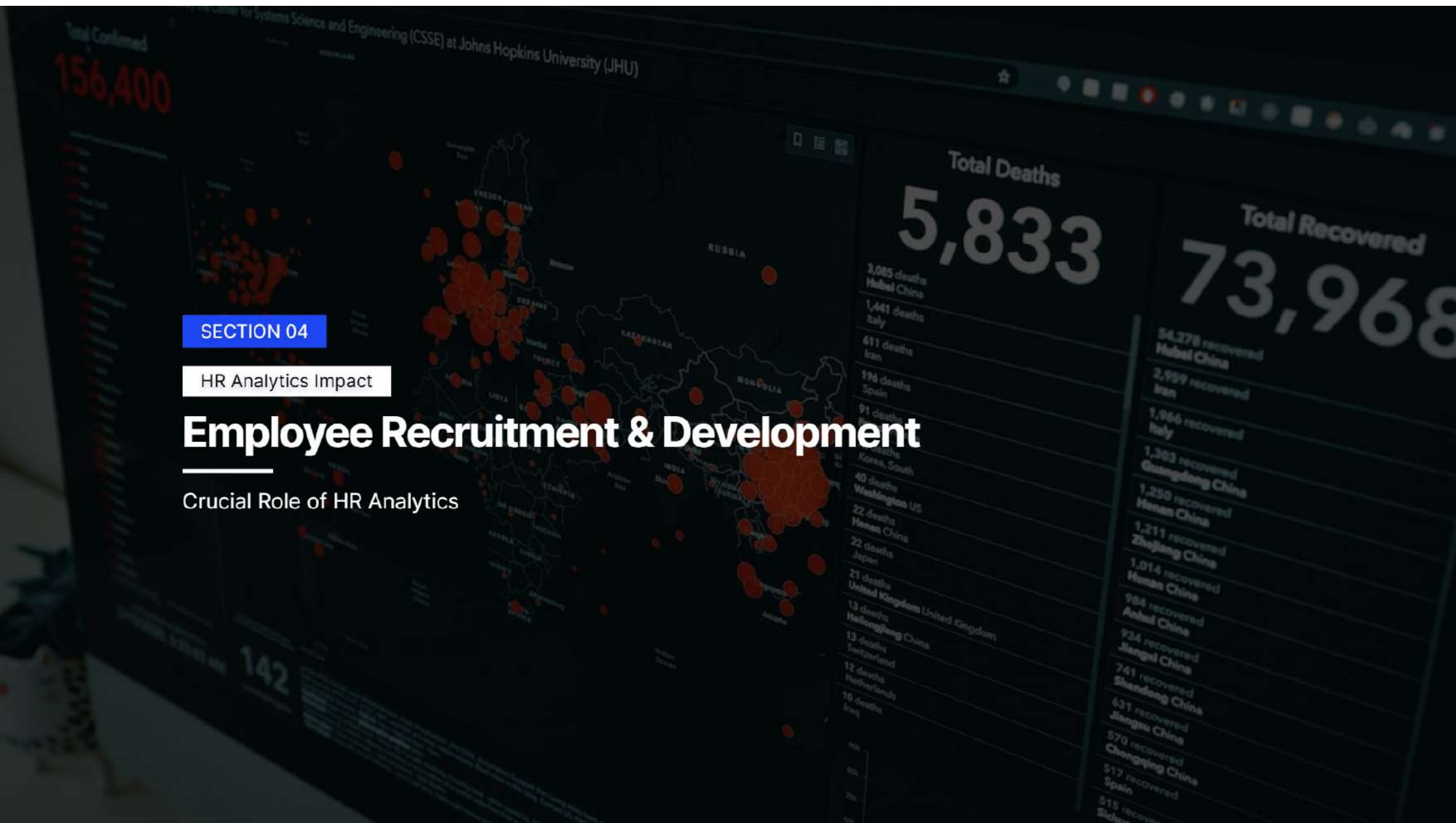


SECTION 04

HR Analytics Impact

Employee Recruitment & Development

Crucial Role of HR Analytics



Recruitment Optimization

Employee Recruitment

Leveraging HR Analytics for Optimal Candidate Selection

Developing Ideal Candidate Portfolio

HR recruitment team creates a robust ideal candidate profile considering data from hiring managers and past hire performance.

01

Utilizing HR Analytics Tools

Data collected from hiring managers and previous hire performance is input into HR analytics tools for analysis and insights.

02

Optimizing Desired Skill Set

HR analytics aids in crafting an optimized skill set that aligns with the organization's needs and goals.

03



Employee Development Impact

Employee Development

Enhancing Employee Skills and Satisfaction through HR Analytics

Assessment of Skill Needs

A graphic showing a SWOT analysis with four colored boxes: Strengths (red), Weaknesses (blue), Opportunities (green), and Threats (yellow).

Utilize HR Analytics tools to accurately assess the skill requirements within the organization.

Tailored Employee Training

A woman in a business suit is sitting at a table, looking at a document, while a man in a white shirt is sitting next to her, also looking at the document.

Offer customized training programs based on HR Analytics insights to enhance employee skill sets.

Optimal Resource Allocation

A graphic showing a grid of small human icons representing resources, with some icons highlighted in different colors to represent allocation.

Allocate resources efficiently by leveraging HR Analytics data to ensure the right resources are assigned to the appropriate teams.

Enhanced Organizational Agility

A person is sitting at a desk, working on a laptop, with a clock visible in the background.

Implement HR Analytics-driven strategies to increase organizational agility, adaptability, and responsiveness.

Improved Employee Satisfaction

A hand is holding a large yellow smiley face emoji, symbolizing happiness and satisfaction.

Boost employee satisfaction levels by aligning HR Analytics outcomes with employee development and growth opportunities.

A diverse group of nine smiling employees of various ages and ethnicities are posed in the background. The image is dimmed to serve as a backdrop for the text.

SECTION 05

Employee Engagement & Compensation Analysis

Employee Engagement & Compensation

Enhancing Organizational Success through HR Analytics

Call-to-action

Employee Engagement Strategies

Employee Engagement

Enhancing Organizational Success Through Employee Engagement

01

Analyze Employee Engagement Data

Conduct statistical analysis on employee engagement survey data to understand trends and areas for improvement.

02

Identify Improvement Opportunities

Leverage data insights to identify specific factors that contribute to enhancing employee engagement within the organization.

03

Enhance Communication Channels

Utilize data-driven strategies to improve communication channels and foster a culture of transparency and open dialogue.

04

Implement Tailored Engagement Initiatives

Develop personalized engagement initiatives based on data analysis to address varying employee needs and preferences.



Analyze Competitors' Offerings

Conduct a thorough analysis of competitor compensation packages to benchmark and enhance own offerings.



Identify Compensation Strategies for Higher Retention

Identify and implement compensation strategies that induce higher employee retention rates within the organization.

Compensation Strategies

Developing Compensation Programs

Strategize Compensation to Enhance Retention



Projected sales of main products in 2013

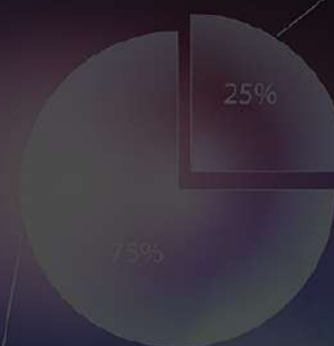
Business Performance Benefits

Business Impact of HR Analytics

Significant benefits for business performance

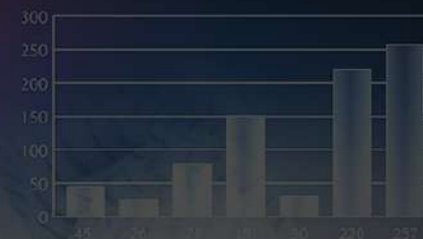
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Share of market activity



Changes in the activity of the active and passive market is uncertain. Established positive trends in various market segments.

Passive market share



Impact Analysis

Business Impact of HR Analytics

Unlocking Organizational Success Through Data-Driven HR Strategies

01	Cost Reduction	HR analytics help in identifying cost-saving opportunities by optimizing processes and resource allocation.
02	Proactive Issue Resolution	The ability to detect and address HR-related issues proactively before they escalate leads to a more stable work environment.
03	Informed Decision-Making	Data-driven insights enable HR professionals to make informed decisions about recruitment, training, and performance management.
04	Enhanced Efficiency	Improved decision-making processes and streamlined operations contribute to increased efficiency within the organization.
05	Employee Engagement	HR analytics play a vital role in enhancing employee engagement through personalized approaches and targeted interventions.

Insights & Root Causes

Hidden Causes of Problems

Unlocking Insights with 'Why Metrics'

Identify Root Causes

01

Uncover underlying factors driving organizational challenges through 'why metrics'.



Enhanced Decision-Making

03

Utilize 'why metrics' to inform strategic decisions and address core issues effectively.



Deeper Understanding

02

Transition from surface-level data, such as turnover percentages, to detailed insights like reasons behind employee exits.



Improved Problem Solving

04

Empower problem-solving by focusing on identifying and resolving fundamental causes rather than symptoms.



Talent Acquisition

Increase Hiring and Recruiting Efficiency

Leveraging Analytics for Enhanced Talent Acquisition

01

Research Impact on Corporate Revenues

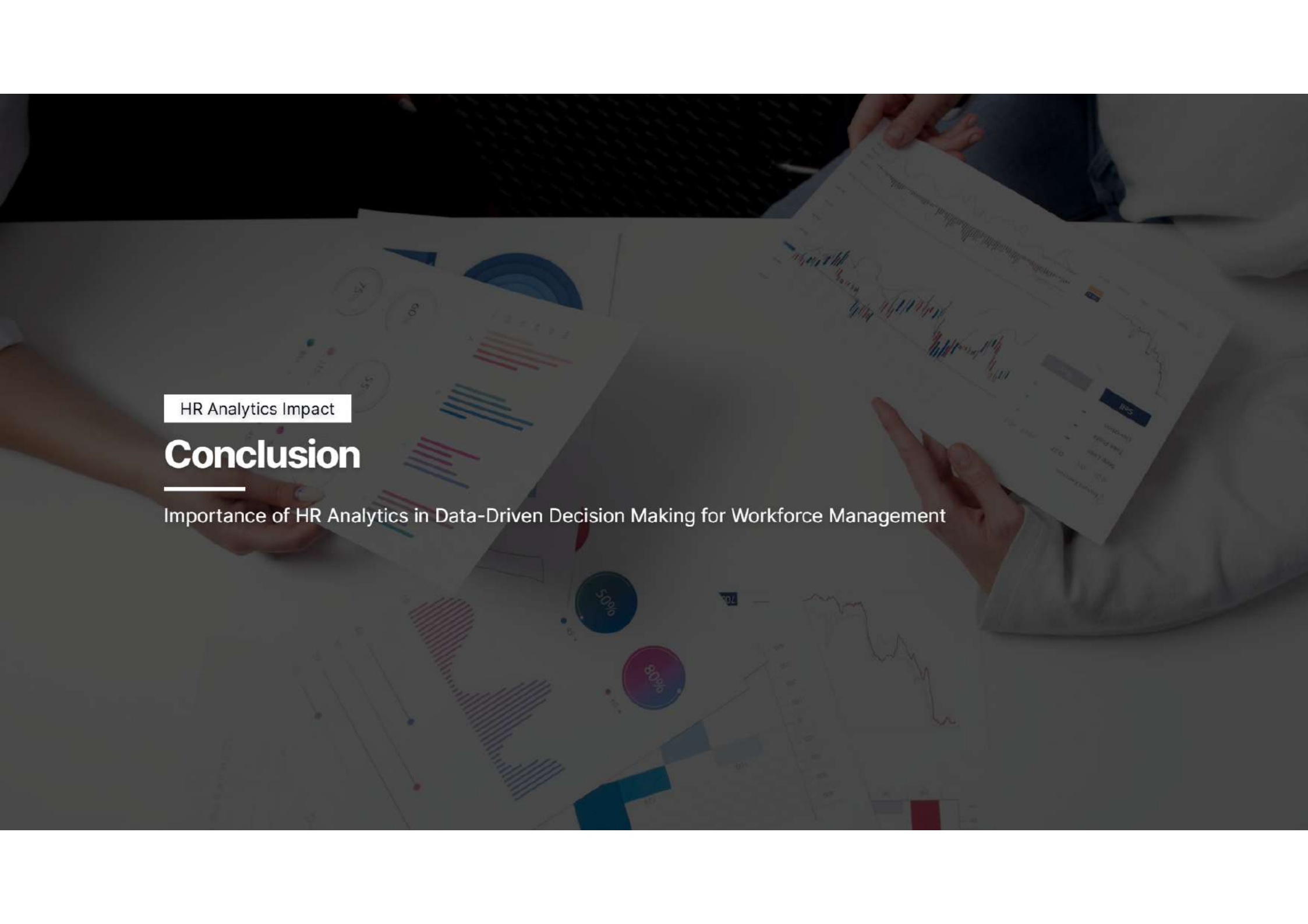
Research by the Bosh Consulting Group indicates that recruiting significantly influences corporate revenues and profits, highlighting its strategic importance.

02

Analytics for Improved Efficiency

Applying analytics in recruitment processes can streamline operations, enhance decision-making, and ultimately boost hiring and recruiting efficiency.





HR Analytics Impact

Conclusion

Importance of HR Analytics in Data-Driven Decision Making for Workforce Management

Impact Analysis

Conclusion

The Impact of HR Analytics on Organizational Success



Optimize HR processes.

Leverage HR analytics to streamline recruitment, performance management, and talent development processes, enhancing operational efficiency and decision-making.



Reduce costs.

Utilize HR analytics to identify cost-saving opportunities, optimize resource allocation, and minimize unnecessary expenses, contributing to overall financial sustainability.



Improve employee engagement and performance.

Employ HR analytics to assess employee satisfaction, engagement levels, and performance metrics, enabling targeted interventions for enhancing motivation and productivity.

Questions?

Do you have any questions?

