

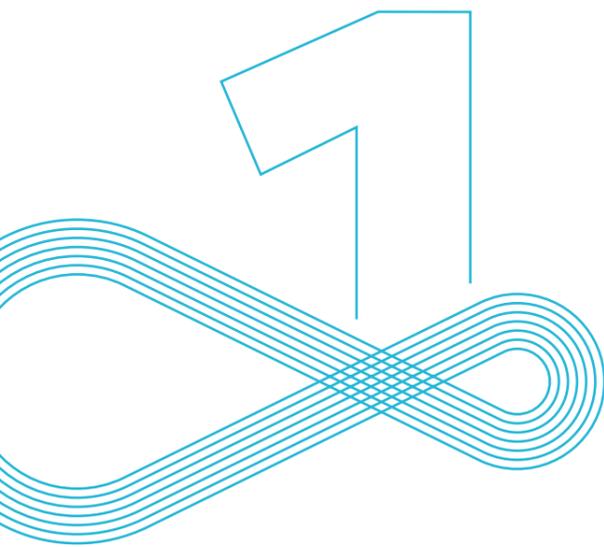


5 Ways HR Can Benefit from People Analytics

Historically, HR teams have been data-rich but insight poor because they lacked access to analytics that could help them. All of this is poised to change with the rapid and widespread adoption of people analytics.

People analytics give HR pros the power of data-driven decision making. Insights from and about the workforce indicate where and how to drive business outcomes—to make the organization better, faster, and stronger.

Here are five ways people analytics can help HR deliver business value:

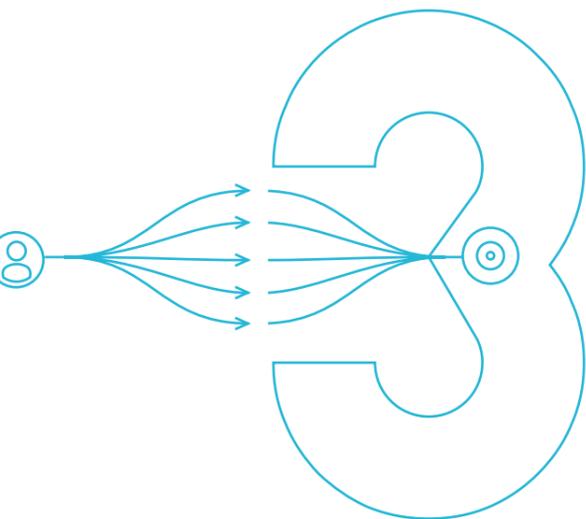
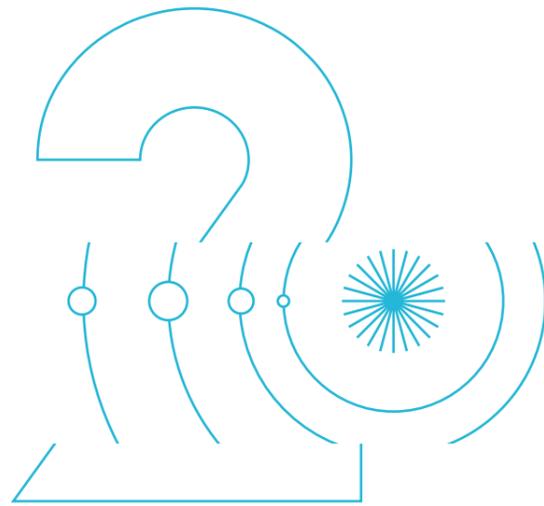


Improve and Evolve Your Continuous Performance Process

Continuous Performance Management (CPM) generates a lot of data. People analytics can translate that data into insights that can be used for downstream talent management. Additionally, project data gleaned from productivity tools can be integrated into performance management to further enhance insights about employee, team, and department performance through benchmarking.

Ensure Organizational Alignment Around Key Business Goals

Nobody would argue that the entire company should be working toward the same business goals, but even the best teams can get off track. Insights from people analytics enable HR teams to quickly identify when team and departmental goals stray from key business goals, and intervene immediately to realign individuals and teams to the companies' top priorities.

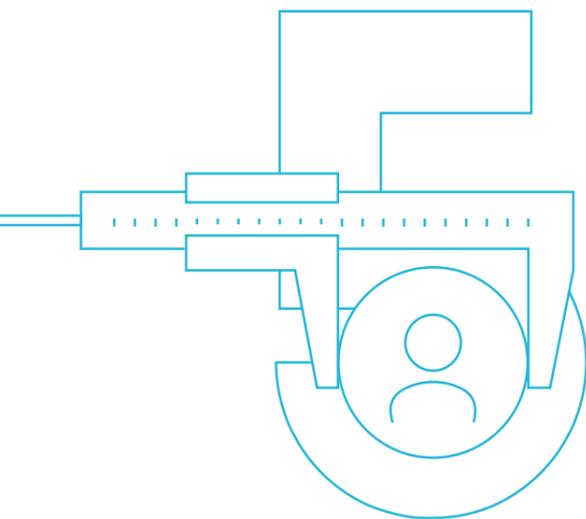
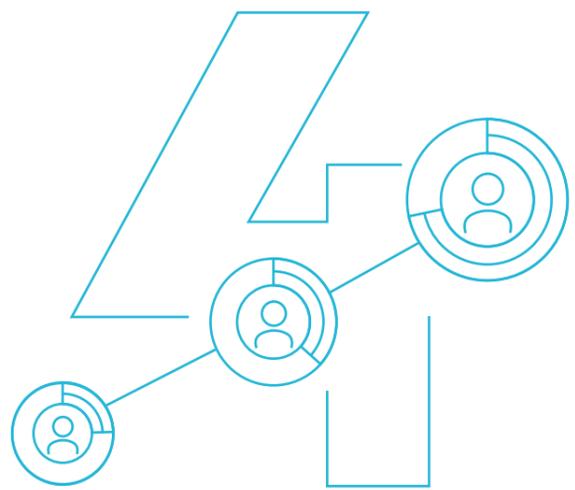


Develop and Motivate an Agile Workforce

People analytics can provide continuous insights into top talent, the leadership pipeline, and workforce performance. When cross-functional teams are spun up to tackle new initiatives, HR and managers have the most up-to-date insights about the workforce to know which employees are best suited to staff that team. People analytics can also streamline succession planning by making it easier to identify who is best suited to take over for a manager or executive.

Help Managers Become Better Managers

People analytics can make qualitative data actionable. Capturing, cataloging, and evaluating the data around managers' feedback that's generated as part of a continuous performance process shows HR which managers need additional support and coaching. People analytics also provide insights into the type of coaching and improvement programs managers can most benefit from.



Increase Employee Retention — Especially Top Talent

Employees leave their jobs for a variety of reasons: a bad manager, lack of engagement, lack of opportunity for growth, a toxic work culture, or a lack of purpose. People analytics pinpoints where an organization's attrition lies so that HR can focus its efforts to solve the right problems and retain the right people.

To learn more, download our full guide to “5 Ways HR Pros Can Drive Business Value With People Analytics”

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