

DATA-DRIVEN PEOPLE DECISIONS

WORKFORCE THOUGHT LEADERSHIP



Human Resource and Talent Acquisition teams can accumulate a wealth of information about hiring, training, employment trends, and more during their daily operations. How can they use that data to make sound HR decisions and better understand the organization's health?

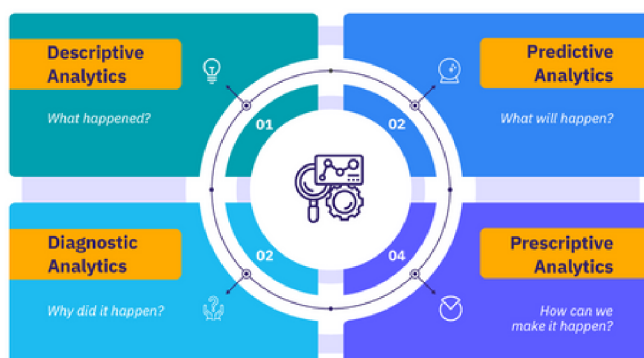
A deep dive into that data can improve decision-making in people-related matters, make HR processes and operations more efficient and effective, and improve the overall well-being and effectiveness of the company's employees.

From sourcing and interviewing candidates to predicting flight risks and high performers, carefully reviewing what is measured can improve a company's outcomes, increase employee satisfaction, and add overall value.

What data do HR professionals typically gather/analyze?

When determining what and how to gather, measure and evaluate data, it is essential to understand the four major types of HR analytics.

The 4 Types of HR Analytics



VOLUME 1

Type 1: Descriptive Analytics

VOLUME 2

Type 2: Diagnostic Analytics

VOLUME 3

Type 3: Predictive HR Analytics

VOLUME 4

Type 4: Prescriptive Analytics

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TYPE 2: DIAGNOSTIC ANALYTICS

Type 2: Diagnostic Analytics.

This explains what has been observed. It aims to determine the underlying reasons for what the data exposes and summarizes what happened in understandable terms. It digs for the “why” behind the data’s trends, correlations, and anomalies.

Diagnostic analytics can improve your employees’ engagement and your company culture. Digging into the data from frequent touchpoints and exit interviews should uncover the areas that make employees feel connected and satisfied in their work and those that don’t.



“The current workplace should be one of consistent and frequent feedback. Gone are the days of the once a year employee satisfaction survey. Today, workers want real and honest communication. They want to know the expectations and if their manager is a help or a barrier to getting the work done right.”

Aimee Houde, Chief Employee Experience Advocate , KANO

Diagnostic analytics advantages	Diagnostic analytics disadvantages
<ul style="list-style-type: none">• Shows a more comprehensive interpretation of the data for informed decision-making.	<ul style="list-style-type: none">• Focuses on past occurrences, which makes it very reactive.• Can’t provide actionable insights to support your planning process.

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