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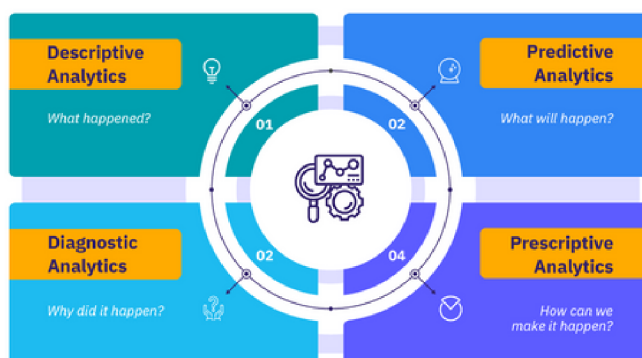
From sourcing and interviewing candidates to predicting flight risks and high performers, carefully reviewing what is measured can improve a company's outcomes, increase employee satisfaction, and add overall value.

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 ana' ¨

The 4 Types of HR Analytics   AIHR | ACADEMY TO INNOVATE HR

Descriptive Analytics	Predictive Analytics
What happened?	*What will happen?*
01	02
Diagnostic Analytics	Prescriptive Analytics
03	04
Why did it happen?	*How can we make it happen?*

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 3: PREDICTIVE HR ANALYTICS

Type 3: Predictive HR Analytics.

This support better HR decisions. It translates historical data gathered from job skills, employee engagement, productivity, resumes, etc., into forecasts about what to expect in the future. These predictions give HR leaders information that will improve decision-making in areas such as hiring suitable candidates, bridging the skills gap, and retaining top talent.

> "I like to go directly to the hiring managers and review the number of job openings, the number of interviews and finally the number of hires. We see a lot of disparity here. What does their performance look like?"
>
> **Josh Demidovich, CEO Hire IQ**

Predictive analytics advantages	Predictive analytics disadvantages
• ·It can reduce human error, help you avoid risks, improve operational efficiencies, and refine the forecasting for your organization.	• ·It requires substantial and relevant data (big data sets). • Considering all variables is challenging, and the model must be updated as data changes.

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