

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.

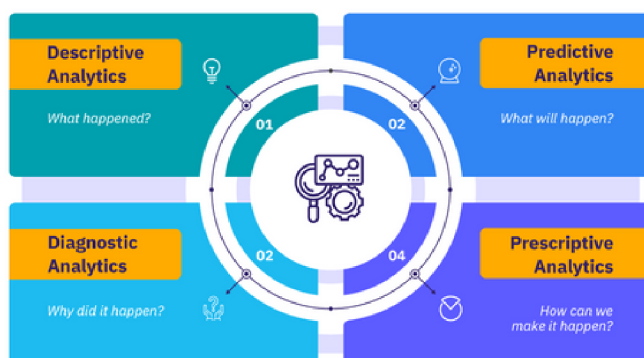
From sourcing and interviewing candidates to predicting flight risks and high performers, carefully reviewing what is measured can improve a company's outcomes, increase employee satisfaction, and add overall value.

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



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 4: PRESCRIPTIVE ANALYTICS

Prescriptive analytics is the final and most complex stage of the analytics journey that transfers predictive analytics into ideas for what to do next.

A general prescriptive analytics definition would be the targeted recommendation for decision options and actions based on the findings of predictive analytics. It offers opportunities for where and how to act to achieve success.

Prescriptive analytics relies on big data and uses an assortment of technical tools, including:

- Machine learning
- Algorithms
- Artificial intelligence
- Predictive analytics advantages
- Predictive analytics disadvantages

“Every April we noticed that we would lose a large number of engineers. They would leave the company in the spring. We looked back at what was happening at that time and found that bonus checks came in April and the engineers were leaving after the payout.”

Tonya Stark, Affirmative Action Business Partner, MRA

Predictive analytics advantages

- Equips HR leaders to make informed, real-time decisions to improve performance, solve complicated problems, and take advantage of opportunities.
- For example, it can recommend strategies for training that will boost.

Predictive analytics disadvantages

- An iterative process that requires time. Also, the quality of recommendations depends on the data quality, so it won't be effective if your data is incomplete or unreliable.
- You must also be careful about weighing the options presented and ensure that taking the recommended action is reasonable from an HR perspective.
- Algorithms can't always reflect the diverse intricacies of dealing with human beings.

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