HR Analytics

Leveraging data in order to predict HR trends and prepare the function to respond effectively

Problem statement

- Where should my organisation start on the people analytics journey?
- What do we do with the volumes of data sitting in disparate HR systems?
- Are we capturing all the key predictive data that we can benefit from?
- How do we use the different technologies as an enabler?
- Are we leveraging organisational and market data to sharpen our competitive edge and predict workforce behaviours?

- How do we elevate our current enterprise business intelligence (BI) and reporting?
- What are the ideal analytical tools and methods to embed within HR processes?
- How can we develop robust HR and BI architectures with high quality data?
- How do we build a sustainable organisation and staffing structure to drive people analytics across the organisation?

86% *of PwC Saratoga participants reported that creating or maturing their people analytics function is a strategic priority for the next 1-3 years*

69% *Felt that the barrier to effective workforce analytics was "multiple unintegrated sources of data"*

- 2015 PwC Saratoga Insights

pwc

How we can help

We use advanced statistical techniques to find hidden patterns, so you can anticipate outcomes rather than have no choice but to react to them. From surveys and benchmarking to predictive services and people analytics strategy, we help our clients make fact-based decisions about human capital, thus creating meaningful change for employees, teams and entire organisations.

Areas of work

Workforce analytics capability development

- Creating dashboards and generating relevant strategic reports
- Designing and implementing Big data governance and supporting effective usage
- Analytics training and adoption reflect the strategy.

Talent analytics and predictive services

PwC's talent analytics can identify and map HR trends in order to predict critical outcomes across:

Workforce planning | Retention (attrition risk) | Quality-of-hire | Leadership potential assessments | Diversity and inclusion | Learning | Manpower productivity diagnostics | Rewards | Payroll

Saratoga™ benchmarking

- PwC's Saratoga is a well established human capital benchmarking and measurement service with a robust database of more than 2,600 companies worldwide.
- The framework has over 100 metrics to measure effectiveness of domains like financial impact, employee turnover, talent acquisition, L&D, organisation and workforce structure, and HR function effectiveness.
- Membership and participation allows for assessment of own HR function against relevant industry counterparts alongside access to custom benchmarking assessments and services.

Workforce surveys

PwC offers extensive support in creating various measurement tools and templates that generate relevant data, which can be harnessed for insights and predictive workforce analysis. Some tools include:

- 360 degree surveys
- Employee engagement, exit and onboarding surveys
- Internal customer satisfaction surveys
- Culture assessments

Benefits to the clients

- Data and analytics have the potential to improve the strategic decision-making, thereby positively impacting organisations in the long term.
- The right analytical tools allow management to make fact-based people decisions that are proactive rather than reactive.

pwc.in