UNLEASHING PEOPLE

In the modern era of data-driven decision-making, HR professionals are embracing innovative tools and technologies such as People Analytics. But what exactly is People Analytics? For HR, People Analytics is the practice of collecting and analyzing employee (or applicant) data to understand, improve and predict business outcomes.



Technology solutions enable us to extract knowledge from data collected Moreover, data analysis through predictive modeling across the organization. Using machine learning, patterns and can help anticipate future trends, allowing organizations to



It is a revolutionary breakthrough that unlocks a multitude of benefits, including:

-IMPROVING EMPLOYEE RETENTION AND REDUCING TURNOVER

-IDENTIFYING CANDIDATES THAT WILL BE SUCCESSFUL IN A PARTICULAR ROLE -BOOSTING EMPLOYEE PERFORMANCE AND ENGAGEMENT

-AND SO MUCH MORE!







Li is the HR manager of a large tech company. Her role involves analyzing employee performance to address potential skill gaps within her company. This requires a profound understanding of each



Li presents this issue to company executives



2 - SHRMLABS - PEOPLE ANALYTICS



Li connects the software with other systems measuring various Key Performance Indicators, such as on-time project delivery, customer satisfaction, and employee retention rate.



The goal is to anticipate industry shifts, identify potential skill gaps, and determine employees who can fill those gaps successfully.



LOADING DATA FORECAST

 $\bullet \bullet \bullet$

 $\bullet \bullet \bullet$

The software utilizes *predictive analytics* and *machine learning* techniques to identify patterns and accurately predict future employee performance.







REDUCING TURNOVER and IMPROVING RETENTION

Jamal, an HR staff member at a call center, uses an Al-powered People Analytics app to identity the causes of a high turnover rate.

He inputs various data, Including employee surveys, performance metrics, exit interviews, and skill sets.

Through data analysis, the application reveals recurring patterns among dissatisfied employees.





D,

The software uncovers that certain employees bear excessive workloads due to inadequate training of their colleagues in some tasks.



It also identifies the employees that require training as well as the employees' strengths that could be more effectively utilized.













