People Analytics 101

INTRO TO PEOPLE ANALYTICS

Informational slides from the video course

peo·ple an·a·lyt·ics

noun

the practice of looking beyond the numbers to understand **why** something is happening and **where** it is occuring and **how** we can make an impact to change the outcomes

How is analytics different from reporting

Descriptive

What happened?

Diagnostic

It is good or bad?

Predictive

What will happen?

Prescriptive

How do we improve what happened?

ANALYTICS

Common metrics

Time to fill

Headcount

Turnover

Retention

Diversity

Performance

Mobility

Manager effectiveness

Descriptive

What happened?

Volume of turnover and absenteeism rate

Diagnostic

It is good or bad?

Good or bad and what other factors needed to be considered?

Predictive

What will happen?
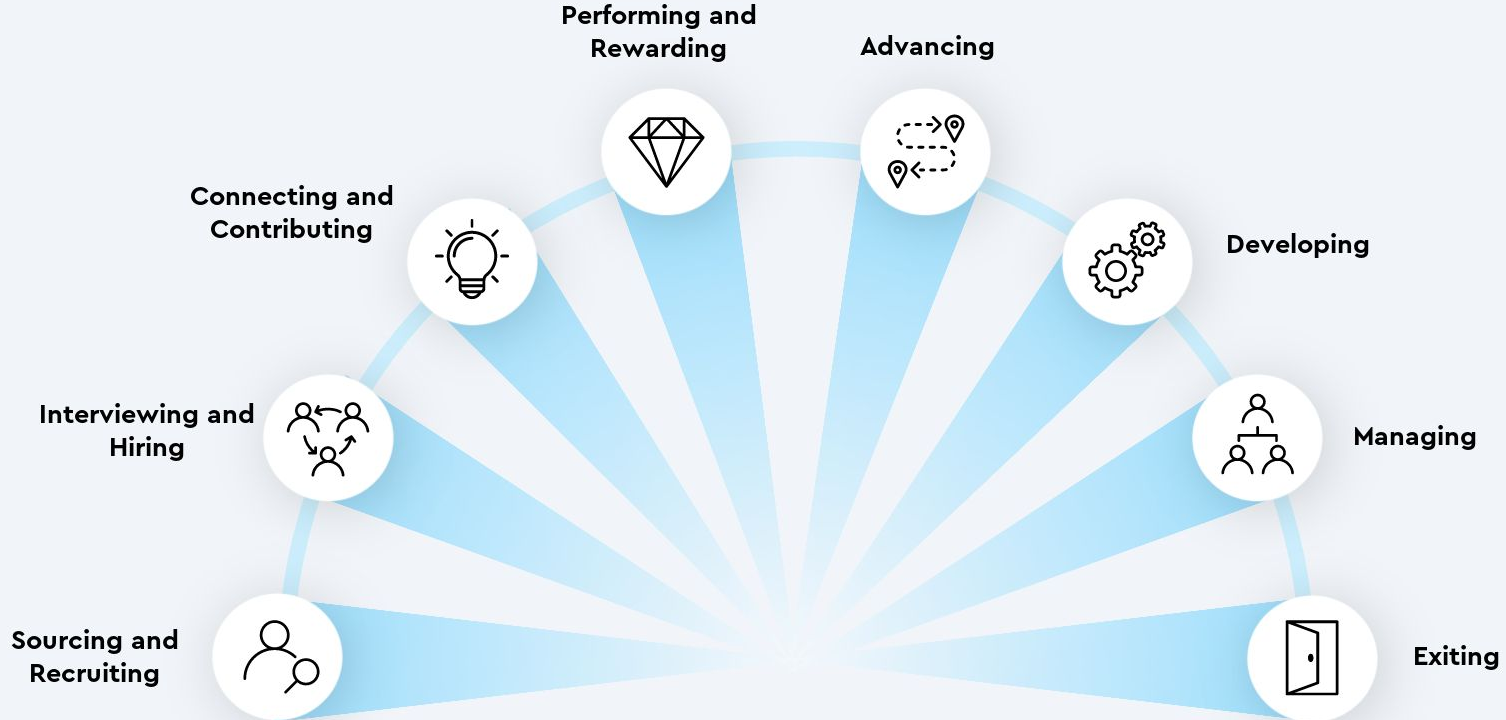
What could be the impact this may have on future retention?

Prescriptive

How do we improve what happened?

What is a better approach to solve the underlying problem?

Employee Lifecycle

Performing and
Rewarding

Advancing

Connecting and
Contributing

Developing

Interviewing and
Hiring

Managing

Sourcing and
Recruiting

Exiting

SMART

S

Specific

Is this hypothesis statement specific enough and will it inform a specific activity or behavior.

M

Measureable

Is this something we can measure?

A

Assess

If we were to cast the net of questions more broadly, are there other types of data we could assess?

R

Relevant

Is this question about something that matters to the business?

T

Time bound

What the trend has been over time, and to understand what the impact an intervention may have on future outcomes.