

The State of People Analytics

Recognizeapp.com

9% of

companies use predictive analytics or big data to analytics people trends

Sierra-Cedar 2014-12015 HR Systems Survey

3 types of analytics

DESCRIPTIVE
PREDICTIVE
PRESCRIPTIVE

192%

Increase in HR reporting employee engagement being very important between 2014-2015

Global Human Capital Trends 2015: Leading in the New World of Work

60% of HR

and business leaders do not have an adequate program to measure or improve engagement.

Global Human Capital Trends 2015: Leading in the New World of Work

12% of HR

and business leaders have a program to define and build company culture.

Global Human Capital Trends 2015: Leading in the New World of Work

7% of HR rate

themselves as excellent at measuring, driving, and improving engagement and retention.

Global Human Capital Trends 2015: Leading in the New World of Work

75% cited

talent analytics as an important issue, while

8% believe

they are strong in this area.

Radicati Group, April 2010

60-70%

of company expenses are human capital costs

Jeff Higgins and Grant Cooperstein, Managing an Organization's Biggest Cost: The Workforce

20% drop in

employee engagement in first six months on job.

https://training.sirota.com/Springboard_introduction/