Workshop one:
Building an HR Analytics plan for your organisation

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Building an HR Analytics plan for your organisation
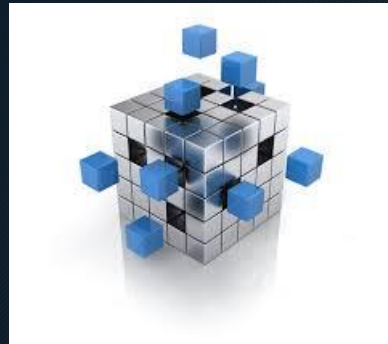
November 26   9.00 AM – 12.30 PM

A workshop designed for those that have not yet started or are in very early stages of their HR Analytics journey and would like more guidance in creating a plan for their organisation.
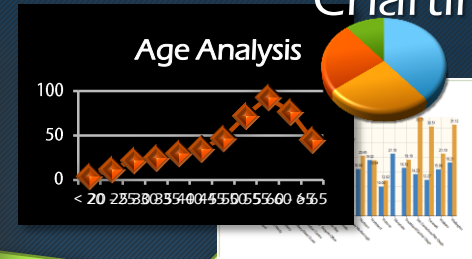
• Determining the data and tools needed based on HR and business priorities (and not on what you already have)

• Working with management to decide how data will be managed - establishing, expanding or maturing data governance

• Building relationships with other managers early on to work collaboratively when HR decisions will affect their area/function

• Training - Developing analytics knowledge for yourself and those who can benefit from your data analysis

• Sourcing the data you need that is not already available

• Segmentation and prioritizing – starting with analysis at a small scale but that addressing an important area for the business

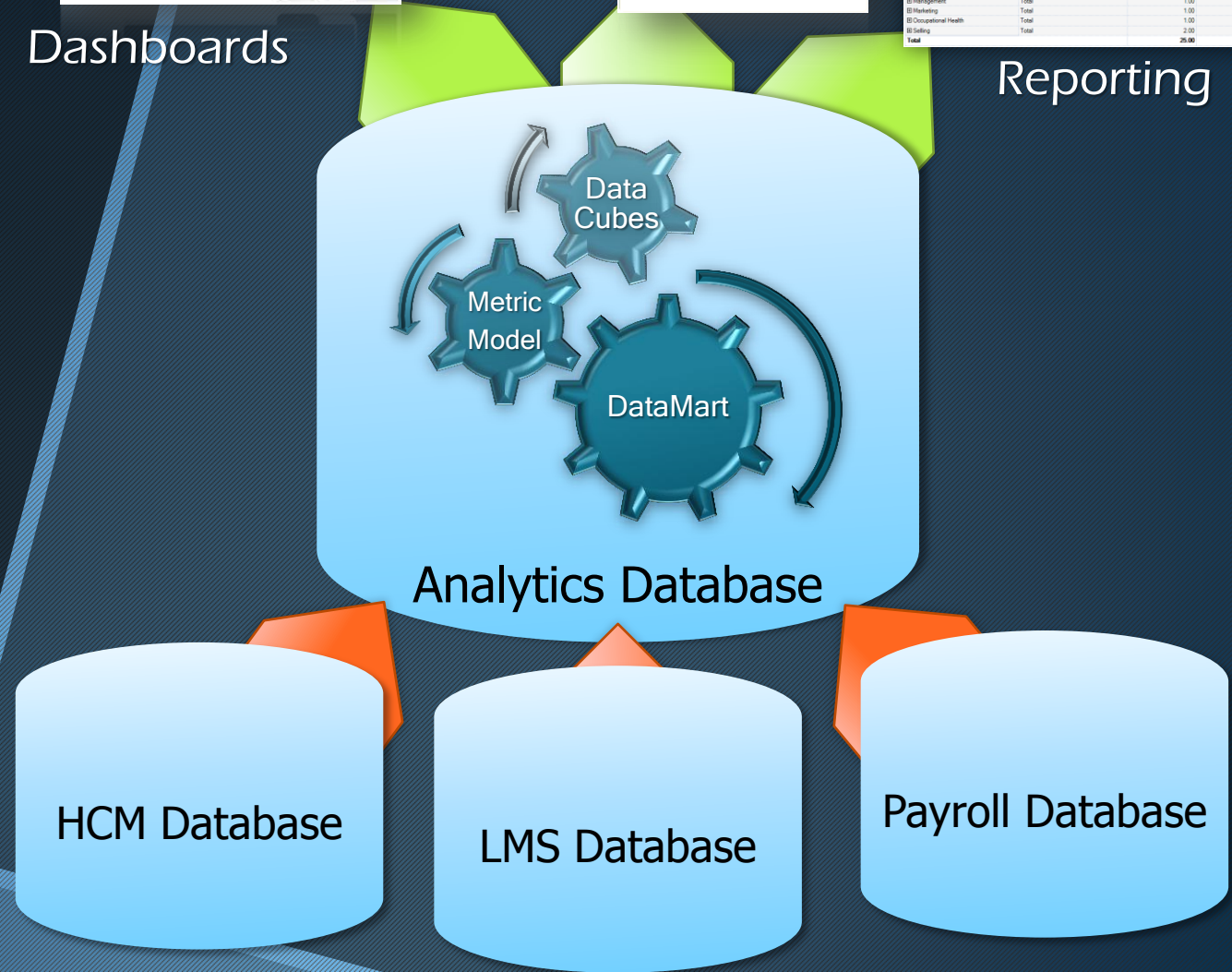• Increasing your use of analytics without consuming all your time

What is it?

Dashboards

Charting

Reporting

Data Cubes

Metric Model

DataMart

Analytics Database

HCM Database

LMS Database

Payroll Database

Age Analysis

Where to start ?

All Robust Solutions need Solid Foundations

Understand your Technology Landscape

Engage ICT to understand what options are available

Don't go to ICT and announce "Look what I've brought!"

Conversely, take the lead, it is YOUR project.

Identify where and what systems you are going to source information

Work out the scope of the deployment and intended audiences

Try and be realistic in what can be delivered initially with an eye to the future

What Platform?

Step 1 - Infrastructure

What infrastructure is supported or able to be?

Does your company have any existing Tools/Solutions?

Is it better to develop in house or use a Packaged Solution?

Which is better, Cloud or On-premise?

Where do your information sources reside?

Consider the User Experience for the intended Audience

Where will access be required and be used?

Selection

The right Solution for you

Be clear on your infrastructure decisions

Have a detailed list of initial deliverables

Ensure the User Experience will suite your audience

How adaptable is the solution?

Understand the costing structure and scalability

Be inclusive of all functions in the selection

Be wary, this is a sales process

Conceptual Design

Starting the Journey

Look beyond existing Metrics and Reporting

Engage the business as to what Analytics and Measures would better support their function

Decide what User Interfaces are required

Determine the degree of interaction required, and by who

Find out what access to proprietary databases is available

Audit what Data elements are accessible

Balance out the effort for additional data elements

Begin to build the data model

Devil in the Detail

Looking at how it will actually Work

Look at data security and sensitivity

Decide how access to data will be controlled

Look at current Statistical and Reporting requirements

Begin designing the actual Metrics and Measures

Identify all data elements including groupings

Work out the frequency of the Metrics

Design Dashboards/Reports/Analytics

Keep initial scope simple

Keeping it Simple

Engaging the User

Selection and design of the User Experience is key

Working backwards from the data presentation worth considering

Consider all your audiences

Analytics need to be relevant and obvious

Avoid clutter or being 'clever'

There will be varying requirements for manipulation and interrogation

Cater for those with limited computer literacy

Is HR Ready?

Gearing up for Workforce Analytics

Ownership needs to reside with HR

With Ownership comes responsibility

HR need to be the subject specialists and trainers

Requires individuals with the appropriate Skill Set

Role of the HR Analyst is becoming prominent

The business WILL need support for success

Develop 'Super Users' through the business

Challenges

Challenges you're likely to face

Getting buy from the Business

Gaining access to the required information

Getting a clear understanding of the requirements

Formulating Metrics that 'tell the story'

Having the fortitude to act on the obvious

Contradictive Policies and Requirements

Developing the Knowledge and Skill base

What could go wrong?

No one understands it, or even uses it

The results are inaccurate

Performance is unacceptable

The skill level required was underestimated

Business Apathy

Users gain access to the wrong information

It plain just doesn't work !

It's a Success

And when it goes right

High level of engagement with the Audience

The business is uncovering areas of issue and excellence

Decisions are being made on sound information

Measures and Metrics are obvious

Improved delivery and quality on time

Managers freed to manage

Operational and Overall Business improvement