




Top **3** Things You Need to Know About Workforce Analytics



#1

Workforce analytics is becoming a **necessity – so you can't keep ignoring it.**

Consultants and analysts have been talking about workforce analytics for years. If you've gotten this far without implementing it, it's easy to assume that you can continue to ignore it. But really you can't. Why?

Big data.

The world has made a fast and dramatic shift – a shift to an always on, always connected global environment where content, data and information are being generated at an accelerating rate. It's called big data and it's everywhere. There is a growing subset of this big data that is being generated by your employees and potential employees – data that could give you valuable intelligence about your workforce and how they are helping or hurting your business. The only way you are ever going to be able to make sense of this data is with the help of workforce analytics technology. And the sooner you start, the easier it will be. Let the data continue to grow untamed and you will have an overwhelming challenge on your hands.

Industry Leaders are Doing It.

In an ideal world, your business would be a leader and not a follower. Given that some of the top firms in the world are promoting workforce analytics as a competitive advantage means you're already behind the curve. Workforce analytics provides a level of clarity around your talent pool and what does and does not impact performance and innovation. That clarity is critical to figuring out how to best utilize and grow the human capital assets in your business – in ways that will have great positive impact on profitability, customer satisfaction, product innovation and company growth.



And while you may prefer to think of your employees as people and not “human capital,” the reality is that the average company spends 40% or more of its total revenue on payroll – 40%!

At that cost ratio, you absolutely need to be thinking about how to maximize the value of that ongoing investment. Workforce analytics gives you the power to capture, measure and improve that value.

40% of total revenues spent on payroll.

How do you maximize the ROI from that investment?

(Source: Bersin by Deloitte)

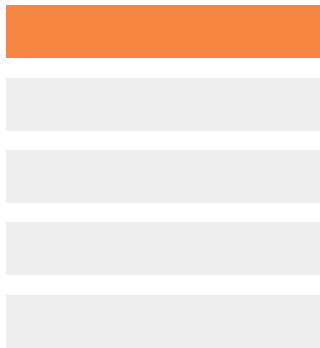


#2

Your existing technology and processes won't work.

You've invested a lot of money in technology and processes over the past several years, so it's hard to believe that you need yet another technology application for workforce analytics. Sad, but true. The lack of user-friendly reporting and analytical capabilities has been a frustrating shortcoming of HRMS solutions over the years, and even though some vendors are improving in this area, it is still limited to one system. What you really need is the ability to look across all of the data in your HR, talent, and business systems, quickly focus in on the most critical metrics, and see the data in new ways – ways that tie directly to corporate objectives and workforce improvement goals.

20%



Only about 20% of people analytics teams have tools that fully meet their needs right now.

(RedThread Research)

The reality.



In addition to lacking analytics functionality or containing only limited analytics capabilities, many of your existing HR systems were designed and built before the proliferation of the Cloud and social media. That alone limits their potential for providing a complete picture of both quantitative and qualitative information about your

workforce. Workforce analytics is more than just numbers. It also requires the ability to collect data and insight across a variety of unstructured channels and align that information with more tangible measurements.

Average large company has
10+ HR applications.

Average core HR system
is **6+ years old.**

(Source: Deloitte Consulting)

A decorative background in the top right corner featuring several dark gray upward-pointing arrows and plus signs of varying sizes, arranged in a scattered pattern.

Top priority.

Finding a platform that combines the latest in workforce analytics technology and reporting dashboards with a cloud-enabled 360 assessment tool for continuously monitoring the *pulse of your workforce*[™] is necessary to compete in the world today. Information is being generated around the clock and around the world at an alarming pace. The quest for attracting the best talent and leveraging that talent to generate business innovation and growth has never been more competitive – and a specialized workforce analytics platform designed to scale to that environment should be a top investment priority.

#3

The payoff is **measurable**.

Visit our [blog](http://www.zeroedin.com/insights/blog) (www.zeroedin.com/insights/blog) and you'll find a lot of good information and case studies from early adopters of the technology – companies that have literally transformed areas of HR by gaining control over their volumes of data and crystalizing it into meaningful insight. This in turn has allowed them to make better tactical and strategic decisions and evolve workforce and HR practices to deliver better business results.

For just a 1% decrease in turnover, every company could realize a one year savings between \$200,000 and \$300,000 for every 1,000 they employ.

SHRM, 2019. (Based on a salary of \$40,000 and a cost of turnover of 6-9 months' salary).

Multiple areas of value.

One of the things that makes **workforce analytics so powerful** is that it can be applied to multiple focus areas. One large bank started with a learning analytics initiative and then extended it to solve a critical reporting compliance problem. They are now looking toward other areas to leverage the technology. This “bite sized” approach to implementing workforce analytics can be extremely valuable in building credibility through quick wins. And the ability to deliver strategic impact on an ongoing basis has the added benefit of raising the HR organization to more than just an administrative function – providing opportunity for personal career gains as well.

Before Workforce Analytics

3000+
distribution
points

77
production
reports

With Workforce Analytics

1 self-service dashboard & 11 reports

- more proactive compliance
- enhanced customer satisfaction
- lower costs and greater efficiency
- shared access to key metrics
- improved data quality

(Source: International bank using ZeroedIn workforce analytics)

It's easier than you think.

The thought of sitting down and mapping all of your HR data to business goals and then spending hours analyzing data across various systems can seem overwhelming – and who are we kidding, not fun. But the whole point of modern-day workforce analytics technology is to streamline this process. At ZeroedIn we automate the collection and transformation of data and present you with evidence-based facts using easy to understand, web-based dashboards that enable everyone to get on the same page instantly. Imagine eliminating all of your paper, spreadsheets and piles of reports in favor of one “single point of truth” that give you exactly what you need in real-time and on demand. Now that could be fun.





Don't procrastinate.

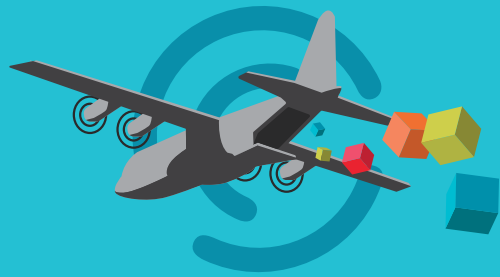
ZeroedIn is not like other workforce analytics or BI vendors. We focus on actionable workforce intelligence, offer both on-premises and Cloud options, and provide unique data room features, predictive modeling, and a 360 survey collection tool to help you capture and monitor the true "pulse of your workforce." And you'll see results, fast.

Workforce analytics with ZeroedIn is as easy as...

1

2

3



Deep inside your organization, a stockpile of powerful workforce data lies dormant. On the outer edges wait the people who need it. **Your mission is to get it to them.**



Equip your people to conquer everyday challenges with the workforce analytics solution that mobilizes data across the entire organization – ZeroedIn. We bring the power of workforce data to the front lines.



With ZeroedIn, everyone who needs insight gets it in a way that's useful to them.

For over 16 years, ZeroedIn has served clients with quality workforce analytics software and services. Contact us today to get started with a personalized consultation and demonstration.

Get Started