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Stop Struggling With People Analytics

3 Steps to Getting Real Results
With Curated Insights



People analytics has been a hot topic for decades, and as technology grows and changes it becomes even more important. More and more siloed systems are cropping up that collect and store information about your workforce. These HR systems are often data rich and information poor.

The problem is, most HR teams struggle with gathering, cleaning, and organizing from all of these disparate systems to deliver people insights where it's needed most — to their managers.



Your business needs a better way to deliver people analytics. We offer three steps to get you there. Let's explore what data and distribution challenges HR faces and what HR really needs to get data to a discoverable point of truth, and make a plan to get there.

STEP 1

Learn Why HR Struggles With People Analytics

We know it's a battle to get to people analytics consistently and efficiently with a small team, limited tools and skills, and an ongoing stream of ad hoc requests coming from the business. We also know that enterprise solutions are often too big and complex for your organization.

Tech is always changing and it's hard to keep up

You have all this great data locked away in a variety of databases like your ATS, HRIS, HCM, and digital engagement survey software. All you need to do is clean it, consolidate it, curate it, and get it to where it's needed. The tech you use today is continually changing and updating. The challenge is how to keep up with new and complex tools designed mostly for IT resources while getting at the data you need to deliver.

And, with predictive, prescriptive, and generative AIs, how and when does a HR leader correctly embrace these technologies to enhance decision-making, streamline processes, and foster a more innovative and efficient workplace?

Gathering and segmenting data, while important, is the most time-consuming

You've been looking for solutions, but the only ones you've found are too big, too complex, and too slow to implement. You may get answers, but they're difficult to produce consistently and the resources to do it are limited. You have to figure out on your own how to get what you need — and who has time for that? Wasn't this supposed to save you time and headaches?





It's tough to deliver targeted insights in an understandable way

To get the most out of your data, you need to do more than present it to leadership in a static PowerPoint that becomes stale the day after the presentation. You need to be able to identify data for each use case and for each manager who needs it, ensure it's cleaned, and transform it into an easy-to-understand visual format. This can be difficult.

The constant flow of ad hoc report requests never stops

While HR is busy trying to build sustainable people analytics, the information needs of the business don't stop. Managers continually ask for new reports, additional fields on existing reports, and different slices and dices of much of the same information. The problem is that fielding all of these ad hoc requests keeps the HR team from accomplishing their real goal — a single point of truth where managers can get many of the answers themselves.

It's hard to hire people analytics personnel

HR is struggling and on the hunt to fill people analytics roles, but in the current market, it's easier said than done. There's no time to wait to find a good candidate, hire them, and then train them.

STEP 2 Understand How to Streamline People Analytics

You can try and do it all yourself, or you can partner with an experienced people analytics firm that does this day in and day out. Either way, there are foundational steps that must be taken to be successful.

Foster a management culture rooted in data-driven decision-making

Leveraging data to guide decisions significantly supports the achievement of company goals and objectives. However, encouraging management to embrace data utilization can be challenging, especially when they perceive it as abstract. A notable barrier to adoption is skepticism towards the accuracy of data provided by HR. Demonstrating that new technologies are user-friendly, streamline their processes, and offer time and budget efficiencies can significantly improve their willingness to adopt such practices. By addressing these concerns and showcasing the tangible benefits, you can facilitate better adoption among management.

Identify the questions you need answered

Once management is on board with using data to drive decisions and meet their goals and objectives, you need to figure out what questions you need to answer for them. It's basic. Without knowing what you're looking for, you can't find the information you need. Look at the overarching business goals and objectives for hiring and retention, and inventory the questions at hand so you know what data might be useful in providing the answers. Additionally, anticipate manager needs and provide them curated insights to expedite the achievement of their objectives.





Build a data pipeline to gather, clean, and curate the data into insights

Building a data pipeline should not be a struggle. Pick a people analytics platform that is easy to integrate with your other systems and will gather, clean, and curate your data so that you can garner the insights you need to deliver and drive data-based business outcomes. Or better yet, choose a provider that will do this for you so your time is freed for other strategic priorities.

Deliver the insights to where they matter most

Having the data you need to answer the questions managers have is not enough. You need to be able to curate the data for each manager, giving them the information that makes their work easier. That means you should pick a people analytics platform that helps you to get the data out of a stale PowerPoint and into the hands of managers who use it on a regular basis.

STEP 3

Use your People Analytics to Drive Business Outcomes

You may understand what people analytics is, as well as the value it can bring to an organization. But do you understand how to use it to drive business outcomes? Let's take it step by step:

What gets measured gets funded

Most of you are well aware that HR constantly struggles to justify and keep its budgets. To succeed, you need to be in a position to make a strong case based on the financial impact to the business. You have the data to prove your impact, but you need a better way to deliver it. Why? So that your managers can make data-based decisions. Remember, upper management takes notice — and funds initiatives — when business outcomes are quantifiable. Use your data to improve funding.

Identify not just what is happening and where, but why it is happening

Collecting data is not the same as interpreting it. When data becomes visual, it's easier to identify "effects" in your workforce, such as rising turnover, lower engagement, and increased time to fill positions. But getting to the "cause" of those effects is still difficult with the tools most HR departments have at their disposal. Getting to the why in a simple, concise way is of the utmost importance to make decisions that will actually drive change at the point of need. The right people analytics solution will solve this challenge through applied analytics like explainable AI and pattern analysis.





Monetize the impact on the business

Once you are able to clearly see workforce data points like salary, revenue, and expenses, and understand the causes, you can monetize those problem areas and determine their financial impact on the business. By knowing exactly what costs are impacting the organization's bottom line, you can easily show improvements and the cost or earnings garnered by fixing the problem. You will be able to prove what programs are working and where you need to make changes and at what cost and impact.

Build a business case to take action

Understanding your data and being able to deliver it to a discoverable point of truth helps HR departments make their in-house case for change. When HR has the tools to plan, communicate, execute, and measure their strategic change initiatives, they are better equipped to get company buy-in — literally as well as figuratively. Want to understand how to build your business case step by step? [Check out our e-book on the subject.](#)

Make a Plan to Get People Analytics to a Discoverable Point of Truth

Stop your HR struggle with people analytics using configurable HR analytics tech.

Be sure the tech you pick:



Is not going to take a long time to implement



Does not need dedicated people analytics or your IT team



Works with all your data systems to gather the information you need



Cleans and curates that data



Delivers it in an easy-to-use interface to a discoverable point of truth

Let's face it: *It's still really hard for regular folks at every level to access information about their workforces. Why? Because collecting the data, assembling it, and presenting it in a consistent, secure, and discoverable way can be difficult, especially if you have a small team, limited tools and skills, and an ongoing stream of ad hoc requests. Your business needs a better way to deliver data to your people managers.*

Stop struggling. Liberate your people data with ZeroedIn into a discoverable single point of truth. Actionable insights drive sound decision-making and organizational excellence, leading to better business outcomes.

Request a Demo Today!



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