**zeroedin**

Top 10
People
Analytics
Insights

Organizations look for factors they have some control over to analyze and measure their workforce.

Influences on these factors can be difficult to see and come from both inside and outside the company. People analytics provide curated insights to help companies reduce time and effort, resulting in better, faster decisions for the organization.

Here are the Top 10 People Analytics Insights.

1. STAFFING AND RECRUITING

For more effective and informed staffing and recruiting, HR leaders need a data-driven view into:
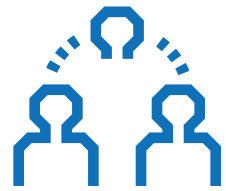
Headcount by org hierarchy and position

Open requisitions

Candidate pools

Time to fill by position

Cost per hire by source

Quality of hire by source

People analytics insights help companies be better informed when tackling everyday staffing and hiring challenges.
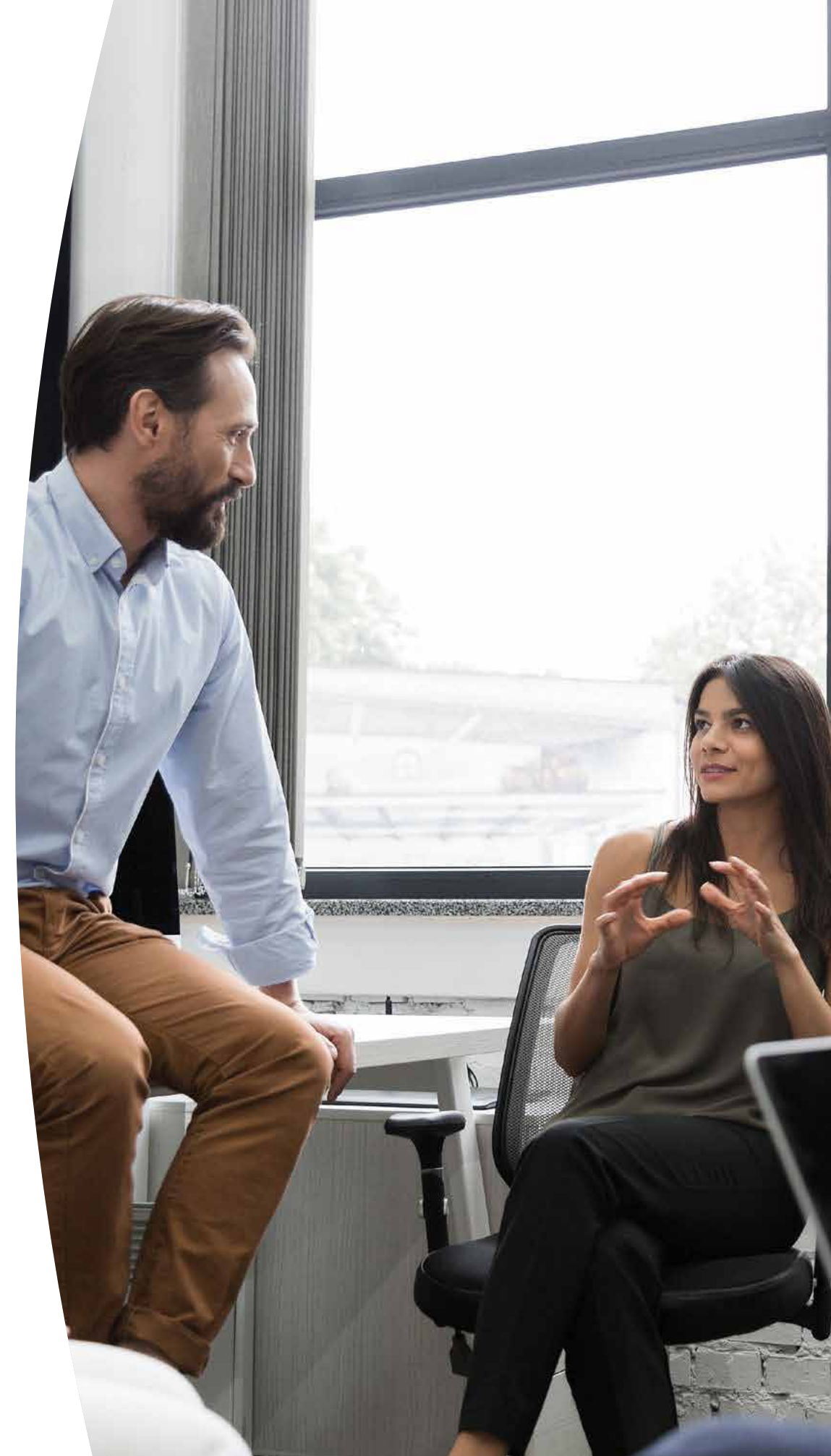
2. PRODUCTIVITY

Productivity is simply defined as what gets done. It's measured by how much gets accomplished, calculated against a company baseline such as number of units sold or a company target such as revenue. Productivity within a workforce can mean the difference between a company succeeding, failing, or just getting by. And it's increasingly important to analyze when things in your workforce start changing.

See the big picture

By combining business and HR data, ZeroedIn looks at all the factors of your workforce when analyzing productivity — from the macro company level to the micro worker level, and all levels in between. Other solutions limit access to non-HR data, which limits the picture you see.

3. PERFORMANCE

Performance is more subjective than productivity. It can be described as how well someone does their job. Although it's hard to measure, it's tied to employee compensation, which is the biggest investment that companies make. That's why it's so important to consider.

You need data to better manage performance

HR owns employee performance. They provide governance to calibrate ratings among raters as well as manage the compensation process. Important performance-based decisions performed by HR can lead to employee promotions or new opportunities with greater responsibilities.

ZeroedIn on performance improvement

By transforming and analyzing your people data, ZeroedIn anticipates disruptions in your workforce by finding pertinent information and presenting insights on what it takes to increase overall performance.

4. TURNOVER

Employee turnover is a huge concern for businesses, especially in today's mass resignation movement. Conventionally, turnover is the number of people who leave a company either voluntarily or involuntarily, resulting in positions that need to be filled. It's also the ratio between the number of separations and the average number of employees within any given time period.

Turnover can be very expensive

Reducing turnover just 1% for every 1,000 employees can save a company an average of $200,000 to $300,000 per year.

What gets measured gets funded

ZeroedIn identifies the root cause of why employees separate. With this information, you can fund and make the transformational changes to reduce turnover, drastically affecting your bottom line.
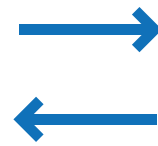
5. MOBILITY

Mobility is the path that an employee takes within an organization, leading to different work experiences that can affect employee performance positively and negatively.

Examples of mobility

Moving up or down the corporate ladder

Lateral moves

Role or department changes

Rotational assignments

Status changes

Finding the right blend

ZeroedIn determines the cause and effect between mobility and employee performance. Identifying the right blend between tenure, experiences, and performance will help you maximize your investment in people and maximize retention.

6. LABOR HOURS AND PAY

Labor hours and pay summarize the total paid hours by workers at various pay rates including regular time, overtime, double time, and more. It's measured as a unit of work carried out by one person in one hour at a given rate. In an ideal world, effort equals outcome. But how do you know if you don't measure and analyze appropriately?

People analytics exposes employer risks

Measuring labor hours and pay, ZeroedIn helps organizations identify potential areas of concern when it comes to expenditures, risk, and liability. Management can take action to reduce over-time, mitigate fraud, monitor annual leave balance and costs, and minimize unplanned leave.

7. AI AND YOUR FLIGHT RISK SCORE

A flight risk model calculates the likelihood of an employee leaving an organization. Making flight risk actionable involves a multi-step process that blends predictive analytics with prescriptive analytics to forecast potential outcomes and recommend actions to address or mitigate those outcomes. The goal is to use AI to predict which employees are most likely to leave (predictive) and then determine the best actions to retain them (prescriptive).

The typical process:

1. Data Collection and Preparation
2. Flight Risk Model Development (Predictive Analytics)
3. Integration with Prescriptive AI
4. Action Recommendation
5. Implementation and Monitoring
6. Continuous Improvement

ZeroedIn expertly guides our clients through each step of the process. This integrated approach of predictive and prescriptive techniques combines the insights of AI with the decision-making capabilities of human managers to create a more effective retention strategy.

8. ENGAGEMENT

Employee engagement is defined by loyalty and obligation to a company's outcomes. Engaged employees are the biggest promoters of a business. They are more likely to stay with the company, perform well, recruit new talent, and be as committed to company goals as their own professional goals.

ZeroedIn expedites time to action

By combining people analytics and surveying, ZeroedIn quickly identifies trends and patterns among organizations that have lower engagement scores than others. Traditional root cause and action planning on employee engagement surveying alone is costly and can take months.

9. DIVERSITY AND INCLUSION

DE&I efforts need to be more than buzzwords. Workforce diversity has been shown to improve performance, engagement, and productivity. For companies to thrive, diversity should actively be promoted, celebrated, and improved.

HR leaders can leverage the power of people analytics to manage a diverse workforce in lots of ways by:

Identifying diversity gaps

Ensuring equitable compensation structures

Focusing on diversity retention

Looking out for recruitment blind spots

By understanding where the organization is today, HR can create a better tomorrow — for every employee.

10. LEARNING AND DEVELOPMENT

Learning and development programs are an important part of modern work life. They impact a number of workplace issues, such as:

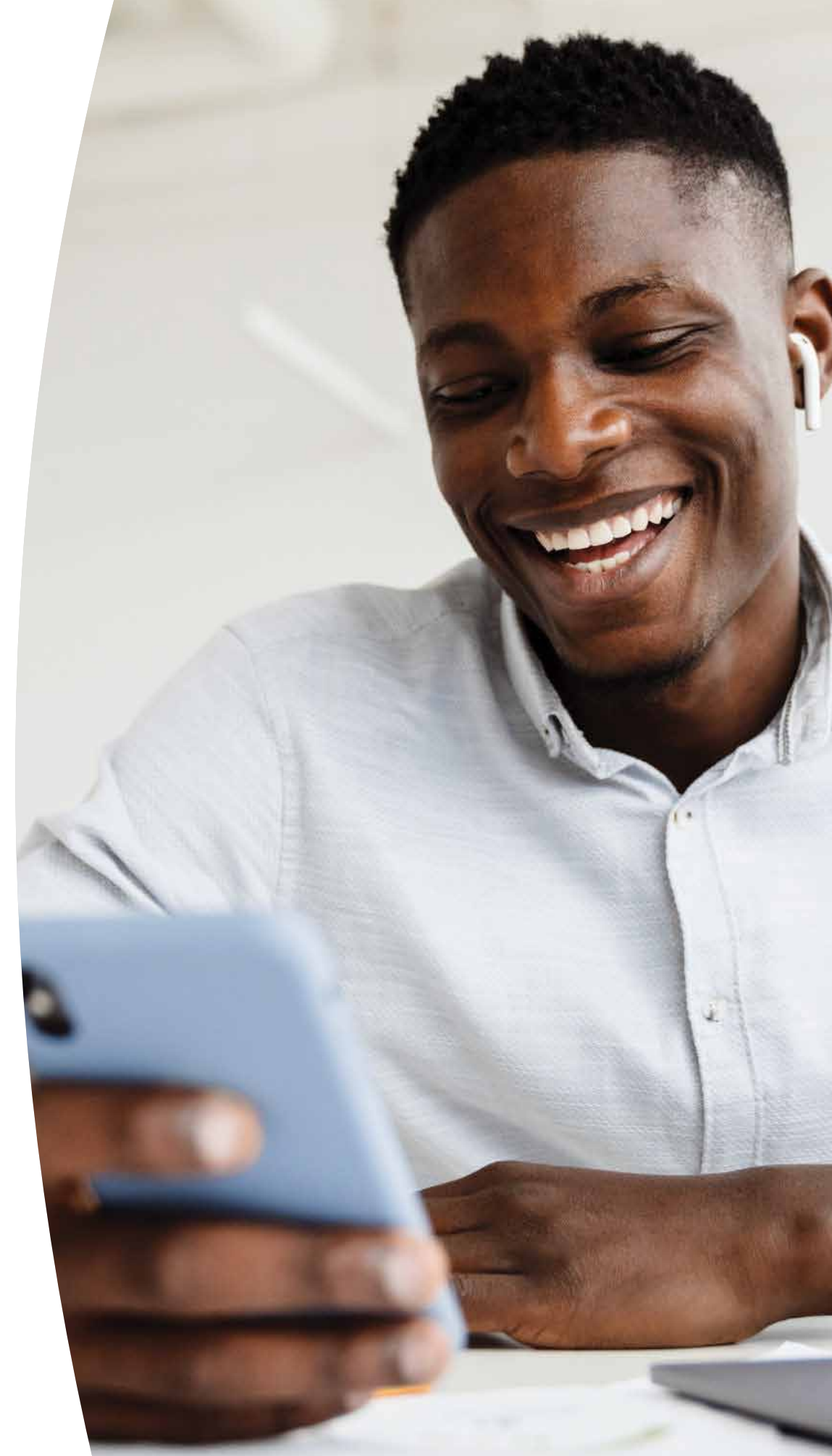**Skill and knowledge gaps**

Performance issues

Employee engagement

Employee loyalty

You can improve learning and development in your organization with people analytics insights to help you:

- Know what learning activities impact business outcomes most
- Identify where scrap training occurs

ZeroedIn Takes the Complexity Out of People Analytics and Puts the Power of People Data at Your Fingertips

These insights are complex. Analyzing them and discovering patterns is not a simple task if you go it alone. Companies can accelerate sound decision-making by leveraging the workforce data embedded deep inside your people systems.

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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