

UNIVERSAL PROBLEM IN HR

Under-utilized & Disconnected HR Data

PeopleInsight Solves This Problem



Does this sound familiar?

"Having data was not our problem, we have always had lots of data. The issue lies in being able to draw insights from the data. We face barriers of time and resources as well as issues related to proliferation of the data in multiple systems that aren't connected."

"We have lots of data but we're challenged for time and resources to wade through it. We're in need of a solution to resolve the fact we have spreadsheet upon spreadsheet but little means of drawing insight from them or connecting the data in meaningful ways."

If either (or both) of these quotes sound familiar, don't worry, you're in good company. Both of these quotes come from interviews with VPs of Human Resources and Talent. Truth be told, we could fill an entire book with comments and quotes from talent Leaders expressing the exact same sentiment.

In fact, it's so common, we call it the **Universal Problem**. It happens when, despite an abundance of data there are challenges bringing it together, making connections across systems, and making sense of it all to drive better business outcomes.

PeopleInsight solves this Universal Problem.

The Universal Problem Unpacked

CAN BE STUCK IN REACTIVE AND TACTICAL MODE

- Role is often one of reactive data fetching/support
- Backward looking rather than uncovering trends and projecting the future

MAJOR DRAW ON TIME & RESOURCES

- HR & TA teams are typically not experts in statistics, analytics, etc., so naturally, things take longer
- Multiple spreadsheets and manual work mean a heightened risk of error

INEFFECTIVE COMMUNICATION / MISSED OPPORTUNITY FOR BUSINESS IMPACT

- HR and TA groups need data and analytics connected to business outcomes to credibly demonstrate the ROI of activities
- Missing the critical linkages between HR activities and business outcomes

The Universal Problem - Resolved

SAVE TIME & RE-FOCUS RESOURCES

- Shift time and resources away from data crunching and towards value-add contributions like translating insight into action
- Access a single source of the truth

MOVE FORWARD WITH CONFIDENCE

- Spend more of your time at the strategic level, translating insights into action
- Dig deeper with multi-dimensional segmentation

COMMUNICATE EFFECTIVELY

- Communicate fresh insights that link HR activities to business outcomes
- Make use of powerful visualizations to 'show and tell' the people story



Start leveraging analytics to tell your people story. Contact us today to learn how quick and easy it can be to get going.

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