


HR Analytics

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"Human capital is the most valuable asset any organization can possess, and it's up to us as leaders to unlock the full potential of our people."

- Richard Branson.

HR statistics in Jamaica

Most reported
reasons for job
dissatisfaction

Lack of career advancement
Poor management

Reasons for
employee
turnover in 2018.

Job opportunities (39%)
Job security (21%)

55% Job
Satisfaction

Good working conditions (38%)
Good relationships with coworkers (36%)
Job security (30%)



HR Professionals



The Future of
HCM



HR Analytics



Important
Metrics



Data Summary
and Visualisation



Data Summary and Visualization





The slide features a blue header with the title "HR Professionals" in white. To the left of the title is a small image of a modern building with a glass facade. To the right is a small image of three HR professionals (two men and one woman) in business attire sitting at a desk with laptops. Below the header, there is a vertical list of five HR functions, each preceded by a white circle and connected by a thin line. The functions are: Recruitment and selection, Employee development, Employee relations, Compliance, and Compensation and benefits. At the bottom of the slide, there is a footer with the number "6", the date "3/14/2023", and the text "Add a footer".

HR Professionals

- Recruitment and selection
- Employee development
- Employee relations
- Compliance
- Compensation and benefits

6 3/14/2023 Add a footer

Overall, HR professionals are important because they help organizations to attract, develop, and retain the best talent, while also ensuring compliance with employment laws and regulations. This contributes to the success of the organization and the satisfaction and well-being of its employees.

The Future of HCM

- Emphasis on Skills over Degrees
- Remote Work
- AI and Automation
- Employee Experience

7 3/14/2023 Add a footer

Human Capital Management (HCM) is a vital aspect of managing organizations that deal with people. With the rapid technological advancements and changing demographics, the future of HCM is expected to witness a significant shift. Here are some possible trends that could shape the future of HCM:

1. **Emphasis on Skills over Degrees:** As the job market becomes more competitive, companies are increasingly looking for employees with specific skills rather than just a degree. This means that HCM practices will have to shift from solely focusing on

academic qualifications to assessing skills and competencies.

2. Remote Work: The pandemic has accelerated the trend of remote work. The future of HCM will need to adapt to managing remote teams and ensuring that employees have the resources and support needed to work effectively from anywhere.
3. AI and Automation: HCM will leverage AI and automation to streamline HR processes such as recruitment, onboarding, and performance management. This will help save time and resources while providing more accurate and unbiased data for decision-making.
4. Diversity, Equity, and Inclusion: HCM will increasingly focus on promoting diversity, equity, and inclusion in the workplace. Companies will be more intentional about hiring and promoting people from diverse backgrounds and creating an inclusive work environment that values everyone's contributions.
5. Employee Experience: Companies will prioritize creating a positive employee experience to attract and retain top talent. This means investing in employee well-being, career development, and work-life balance.

Overall, the future of HCM will be more agile, data-driven, and employee-focused, as organizations look to optimize their human capital for competitive advantage.



Using data analysis to gain insights into the

Provide data-driven insights for strategic decision-making

Human resource analytics, also known as HR analytics, is the practice of using data analysis and statistical methods to gain insights into the performance of an organization's human resources (HR) function. The goal of HR analytics is to provide data-driven insights and recommendations to support strategic decision-making related to workforce planning, talent management, employee engagement, and other HR-related initiatives.

HR analytics involves collecting and analyzing a wide range of HR-related data, such as employee demographics, job performance metrics, compensation

data, and employee engagement survey results. By analyzing this data, organizations can identify trends and patterns in employee behavior, performance, and engagement, and use these insights to make more informed decisions about their workforce.



HR Analytics




Can
answer
questions

Key drivers of employee turnover

Which HR initiatives are effective

Most effective training and development
programs

How to improve employee engagement and
retention



Key Metrics



HR Metrics	Employee Turnover Rate
	Time to Hire
	Absenteeism Rate
	Employee Satisfaction
	Cost per Hire

10

3/14/2023

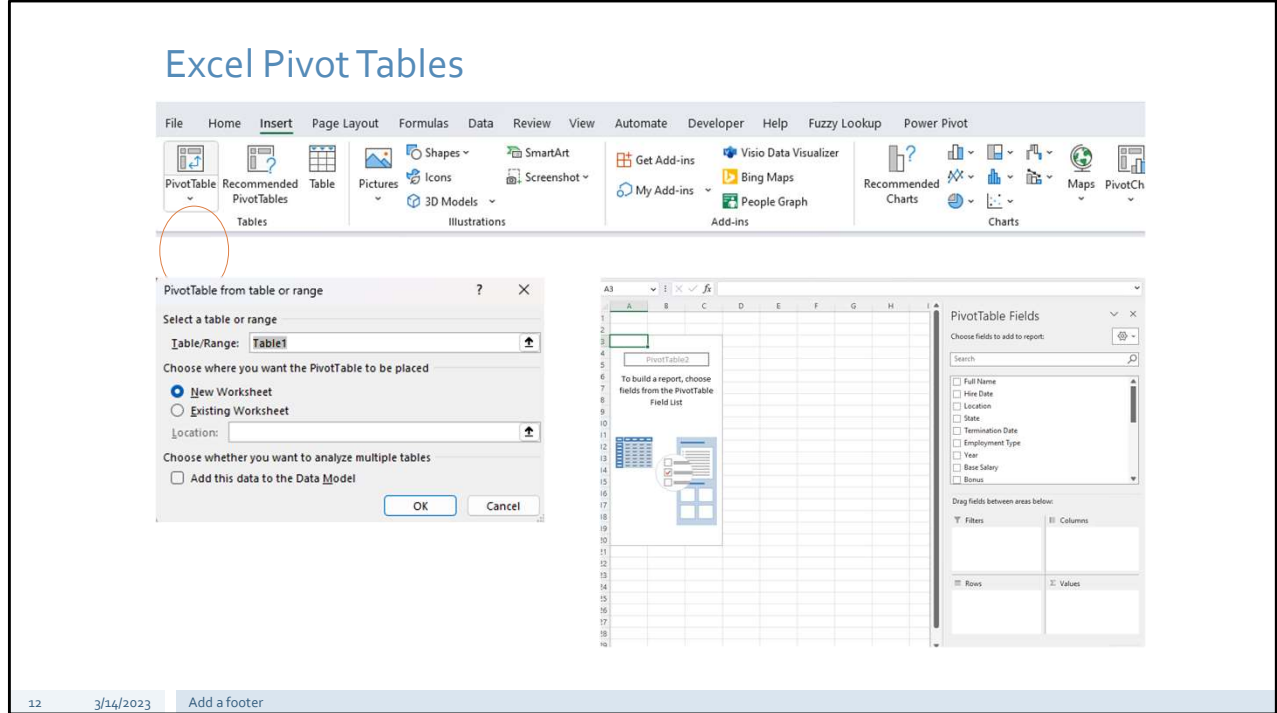
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Ultimately, the most important HR metrics will depend on the specific goals and priorities of an organization. By tracking a combination of these and other relevant metrics, HR teams can gain valuable insights into their workforce and make data-driven decisions to improve employee engagement, productivity, and overall performance.



Data Summary and Visualization





Analyzing Data Using PivotTables and PivotCharts

Create a PivotTable Report

A PivotTable report is an interactive way to quickly summarize large amounts of data. Use a PivotTable report to analyze numerical data in detail and to answer unanticipated questions about your data. A PivotTable report is especially designed for:

- Querying large amounts of data in many user-friendly ways.

- Subtotaling and aggregating numeric data, summarizing data by categories and subcategories, and creating custom calculations and formulas.
- Expanding and collapsing levels of data to focus your results, and drilling down to details from the summary data for areas of interest to you.
- Moving rows to columns or columns to rows (or "pivoting") to see different summaries of the source data.
- Filtering, sorting, grouping, and conditionally formatting the most useful and interesting subset of data to enable you to focus on the information that you want.
- Presenting concise, attractive, and annotated online or printed reports.

You often use a PivotTable report when you want to analyze related totals, especially when you have a long list of figures to sum and you want to compare several facts about each figure. In the PivotTable report illustrated below, you can easily see how the third-quarter golf sales in cell F3 compare to sales for another sport, or quarter, or to the total sales.

To create a PivotTable or PivotChart report, you must connect to a data source and enter the report's location.

- Select a cell in a range of cells, or put the insertion point inside of a Microsoft Office Excel table.
 - Make sure that the range of cells has column headings.
- Select the type of report to generate by doing one of the following:
 - To create a PivotTable report, on the Insert tab, in the Tables group, click PivotTable, and then click PivotTable.

Excel displays the Create PivotTable dialog box.

- To create a PivotTable and PivotChart report, on the Insert tab, in the Tables group, click PivotTable, and then click PivotChart.

Excel displays the Create PivotTable with PivotChart

dialog box.

- Select a data source
- Specify a location by doing one of the following:
 - To place the PivotTable report in a new worksheet starting at cell A1, click New Worksheet.
 - To place the PivotTable report in an existing worksheet, select Existing Worksheet, and then specify the first cell in the range of cells where you want to position the PivotTable report.
- Click OK.