

People Analytics Factsheet

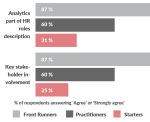
Business success

- Analytics pays back \$13.01 for every dollar spent (Nucleus Research, 2014)
- 81% of developed analytical organizations report at least one HR analytics project with proven business impact (Bright, 2016)



Soft integration

- HR business partner capabilities are crucial in the implementation of analytical outcomes. 65% of developed analytical organizations have Business Partners and HR managers who can explain analytical outcomes and translate them into clear actions, versus 35% of starting analytical organizations (Bright, 2016)
- 87% of front runners report analytics to be part of the HR roles description (Bright, 2016)



Skill gap

- Only 20% report a lack of skills to analyze data as their biggest challenge for conducting people analytics. 60% report data problem as their biggest challenge (Rosslyn, 2017)
- Almost half of starting organizations indicate they have no analytical professionals with statistical knowledge (Bright, 2016)



Limitations / challenges

- Only 9% of senior executives have confidence in the quality of their HR data (Rosslyn, 2017)
- 65% of professionals report that data quality hinders the success of analytics (NTMN, 2016)
- 20% of HR departments lack the skills to analyze data (Rosslyn, 2017)



Data integration

- 69% of companies are integrating data to build a People Analytics database (Bersin, 2017)
- 87% of front runners report high data quality (NTM, 2016)
- 31% of organizations report poor data quality as the biggest data challenge to conduct analytics (NTM, 2016)
- 77% of organizations report dispersed data across multiple HR systems as their main challenge to analytics (NTM, 2016)



Reporting

- HR analytical maturity goes hand in hand with HR reporting maturity (Bright, 2016)

