People Analytics Factsheet

Business success
- 85% of developed analytical capabilities report profit (in one of the leading Hilti Group segments).
- 70% of C-suite members agree that insights from analytics will become even more important.

Self integration
- 85% of business centre executives are in charge of the implementation of new processes.
- 60% of developed analytical capabilities report profit.
- The business centre analysts are the key players that can enable analytical competencies to be scaled fast across the entire group.
- 85% of the business case report analytics to be part of the fl, which is described above.

Skill gap
- Only 50% of HR leaders are able to analyze data to inform better compensation for employees.
- Only 50% of HR leaders have access to employee data.
- Most users lack core analytical skills.
- HR users are mostly interested in conflict analysis.

Limitation / challenges
- Data sources do not match the criteria to be used by HR departments.
- HR departments lack the data to evaluate what employees do.

Data Integrative
- 80% of companies are integrating data to build a single HR data warehouse.
- 70% of companies report high data quality.
- 70% of companies report that the data is used to inform compensation strategy.
- 70% of companies use data to inform decision-making.

Reporting
- 85% of companies measure the impact of their analytics.
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- 75% of companies report that they have established a formal reporting process.
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AIHR (Artificial Intelligence in Human Resources)