

HR PEOPLE ANALYTICS

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HIGH RETURN (HR) IS A SET OF TOOLS THAT SUPPORT PEOPLE WORKING ON TRAINING, RECRUITMENT AND ENGAGEMENT INSIDE THE ORGANIZATIONS. IT USES PEOPLE ANALYTICS TO FOCUS ON COMPETENCES AND BEHAVIOURS THAT CAN GENERATE ROI.

HR, FOR EXAMPLE, CAN BE HELPFUL TO:

- EVALUATE WHICH COMPETENCES CAN MAKE THE DIFFERENCE TO MAKE THE RECRUITMENT PROCESS MORE FOCUSED AND EFFECTIVE;
- BUILD A TRAINING PLAN BASED ON EVIDENCE OF THE IMPACT ON THE PERFORMANCE AND IT GIVES SUGGESTIONS ON MANAGING PEOPLE;
- IDENTIFY THE DRIVERS OF ENGAGEMENT THAT HAVE THE GREATEST IMPACT ON RESULTS IN ORDER TO USE CLIMATE ANALYSIS FOR TEAMS AND ORGANIZATIONS.

THE PROCESS IS EASY: THE ALGORITHM FIND RELATIONSHIPS BETWEEN COMPETENCES, OR BEHAVIOURS, AND THE PERFORMANCE USING THE ORGANIZATIONS' INDICES. YOU JUST NEED AN EXCEL AND TWO KIND OF REPORT CAN BE GENERATED (1 PAGE REPORT TO GIVE A GENERAL IDEA ABOUT THE RESULTS OR ANALYTICS TO HAVE ALL THE AVAILABLE DATA). IN CASE THERE ARE NO AVAILABLE DATA, THERE IS A DEDICATE SURVEY ALREADY STATISTICALLY VALIDATED.

THIS TOOL CAN BE USED TO HELP ORGANIZATIONS GETTING CLOSER TO PEOPLE ANALYTICS WITHOUT HIGH COST, CONSIDERING BIAS INSIDE THE EVALUATING -OR RECRUITING- PROCESSES AND BUILDING ALGORITHM TO MAKE BETTER DECISION IN THE FIELD OF HR.