

Insights for Impact: HR Analytics for Agile Decision-Making



The HR (Human Resource) analytics market was estimated to be worth \$3.7 billion in 2023 and is expected to grow at a CAGR of over 13% from 2024 through 2032.¹

HR Challenges in a Changing Workforce



- Only one in four employees are content in their present role.²
- Employers with established onboarding programs retain **58%** of their workforce for three years.²
- A company's profitability is **15%** lower when its employees are disengaged; Employers with highly engaged staff see **21%** higher profits.²
- In 2023, the average employee turnover rate in the United States is **3.8%**.²
- Employees who don't feel supported are **3x** more likely to consider their options.²
- **89%** of C-suite executives claim their company promotes human sustainability, offering skill development and health support, yet only **41%** of employees agree.³
- **43%** of HR directors report a lack of strategy for the future of work.²

Leveraging Predictive Analytics, Real-Time Monitoring, and AI for Strategic Talent Management

Use Case	Predictive Analytics	Real-time Analytics	Artificial Intelligence (AI)
Optimizing Recruitment Processes	Analyze historical hiring data to identify patterns and factors contributing to successful hires.	Monitor job postings and candidate engagement metrics to optimize recruitment strategies in real time.	Automate resume screening and candidate matching, saving time and resources.
Improving Employee Retention	Analyze employee data to identify factors leading to attrition, such as low engagement or performance issues.	Monitor employee sentiment through surveys, feedback, or social media to identify potential retention risks.	AI algorithms can predict which employees are at risk of leaving and suggest personalized interventions or retention strategies.
Improving Performance Management	Analyze past performance data to identify trends and predict future performance.	Provide instant feedback on employee performance through continuous monitoring and feedback mechanisms.	AI tools can analyze performance data to provide personalized training and development recommendations for employees.
Enabling Data-driven Workforce Planning	Forecast future workforce needs based on historical data, business trends, and market conditions.	Provide insights into current workforce dynamics, such as skill gaps or overstaffing.	AI algorithms can optimize workforce planning by considering various factors and scenarios to ensure the right talent is available at the right time.
Improving Employee Experience	Anticipate employees' needs and preferences based on historical data and behavior patterns.	Capture and analyze employee feedback and sentiment in real time to address issues promptly.	AI-powered chatbots or virtual assistants can provide personalized support to employees, such as answering HR-related queries or guiding them through HR processes.
Mitigating Bias and Promoting Diversity and Inclusion	Monitor diversity metrics and identify areas for improvement in real time.	Forecast the impact of diversity and inclusion initiatives on business outcomes and employee satisfaction.	AI algorithms can help identify and mitigate biases in recruitment, performance evaluation, and other HR processes by analyzing patterns and outcomes.

Optimize Your Talent Strategy With Our Advanced Analytics and AI Solutions

Partner with us to explore customized data-driven solutions, transform your talent management strategies, and drive your business toward success.