

WORKFORCE ANALYTICS: Context Matters

Workforce analytics has become an important part of any well run human resource organization, especially in large, fast growing enterprises. Understanding workforce composition and the appropriate alignment with organizational structure is becoming increasingly important as a mismatch can have far reaching consequences on organizational effectiveness and profitability. The wrong talent at the wrong time leads to failure.

MANY DIFFERENT APPROACHES

For some organizations workforce analytics means answering ad hoc questions in Excel. Data is pulled from one or sometimes many different systems, and an analyst will conduct some defined set of queries to come up with a computed answer. This works well for specific instances, but requires the significant time and effort to collect and clean the data, and then design the calculation necessary. It is very much of a rinse, repeat scenario.

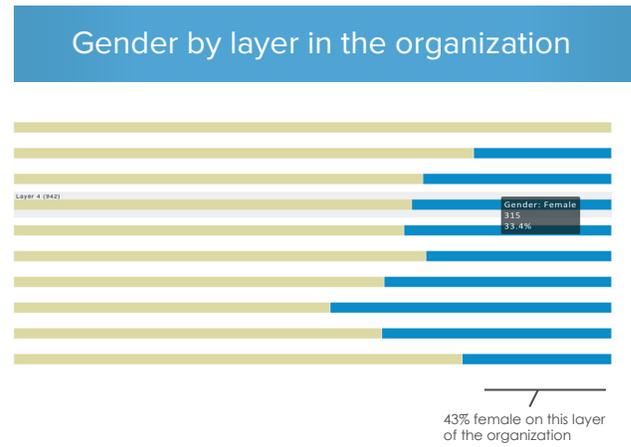
For others, workforce analytics has become more automated and programmatic, with defined applications that are either provided through the HRIS vendor and part of core HR, or from a third party that ingests the data to provide a differentiated look into the underlying data. Both examining the raw data (Excel or other statistical package such as R) and using a curated application (traditional workforce analytic solution) progressively further workforce insight, though they both miss one critically important aspect - Organizational context!

CONTEXT IS KING

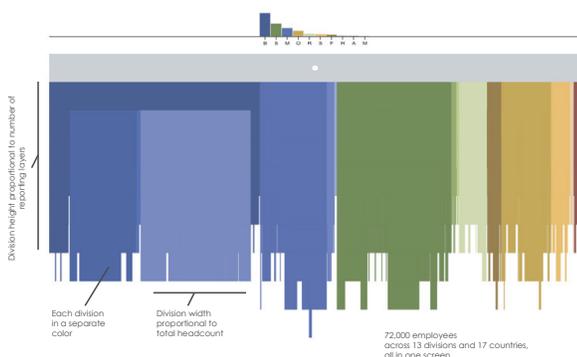
Context matters as it provides crucial background to any workforce query. How many engineers are aging out of the workforce? Any workforce application can tell you - but an aggregate answer is one dimensional. What you really want to know is where those engineers are in the organization. That's how you start to drill down into workforce planning and start to create real mitigation plans.

ORGANIZATIONAL MAPPING PROVIDES THE CONTEXT

Organizational mapping provides the context necessary to further workforce insight. This is done by mapping the reporting relationship across every employee in the organization providing one consolidated view of everyone. An organizational map. Once this map complete, human resource data can then be displayed on top for a clear view of organizational distribution. Want to see where employees with a specific skill set are aging out of the organization? Organizational maps will show you - Excel or a traditional workforce application can not.



An Entire Organization: In Context



Once the organizational construct has been established, any number of workforce analytic queries provide new insight, from spans and layers analysis to managing job grades.

Understanding organizational imbalances by job grade or title for example (some Directors as high as management level two, some as low as level five) is almost impossible without organizational hierarchy.

OrgInsight can help you provide organizational context. OrgInsight is hosted by the SAP HANA cloud Platform and extends existing HR solutions to provide unique groundbreaking visual analytics.