



 careerinsight

# People Analytics

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Build powerful insights about your people

 enable-hr<sup>™</sup>  
international

## What is People Analytics?

**People Analytics** is the use of data analysis techniques to first understand and then improve all aspects of human resources management, employee performance, and workforce efficiency.

*“People analytics is the systematic analysis of people problems in organisations, using data-driven methods to improve decision-making and outcomes”* Dave Millner

It's all about taking a data-driven approach to tackling people-related tasks and challenges in organisations, with the aim of making better decisions and achieving better results, both in terms of commercial and organisational success, and employees' experience of their working lives and careers.

HR analytics covers all the data which is available solely to the HR department, People Analytics however, is more than that, and gathers data from the wider business too. People analytics relies on good quality data from both bespoke measures and indicators from management information.



### Data sources such as:

- Workforce planning
- Talent retention and acquisition
- Onboarding
- Engagement and employee experience
- Performance management/Remuneration
- Employee wellness and mental health
- Diversity, Equity, and Inclusion
- Health and safety
- IT systems and monitoring
- Customer reviews and complaints

## Why use a People Analytics approach?

People Analytics helps you understand your people. It is about solving business problems with data backed decision making.

A data-driven approach increases HR effectiveness by ensuring decisions are based on concrete evidence and insights.

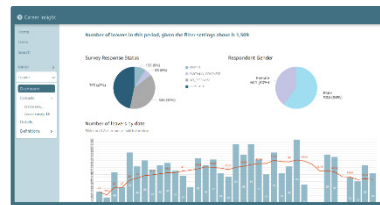
Improve retention by identifying groups with high turnover and tailor incentives to curb attrition.

Improve employee and organisational performance through highlighting and addressing specific problems.

Show business leadership the impact of your initiatives over time and convince them to keep investing in your work.

Enhance employee morale by measuring what drives engagement and adapt practices to boost employee morale.

Start with the data you have already - management information and employee records



Later add in engagement or joiner or leaver surveys to create dashboards to inform decision making

Not everyone is a data analyst. We create your interactive dashboards for you



## What is Career Insight?



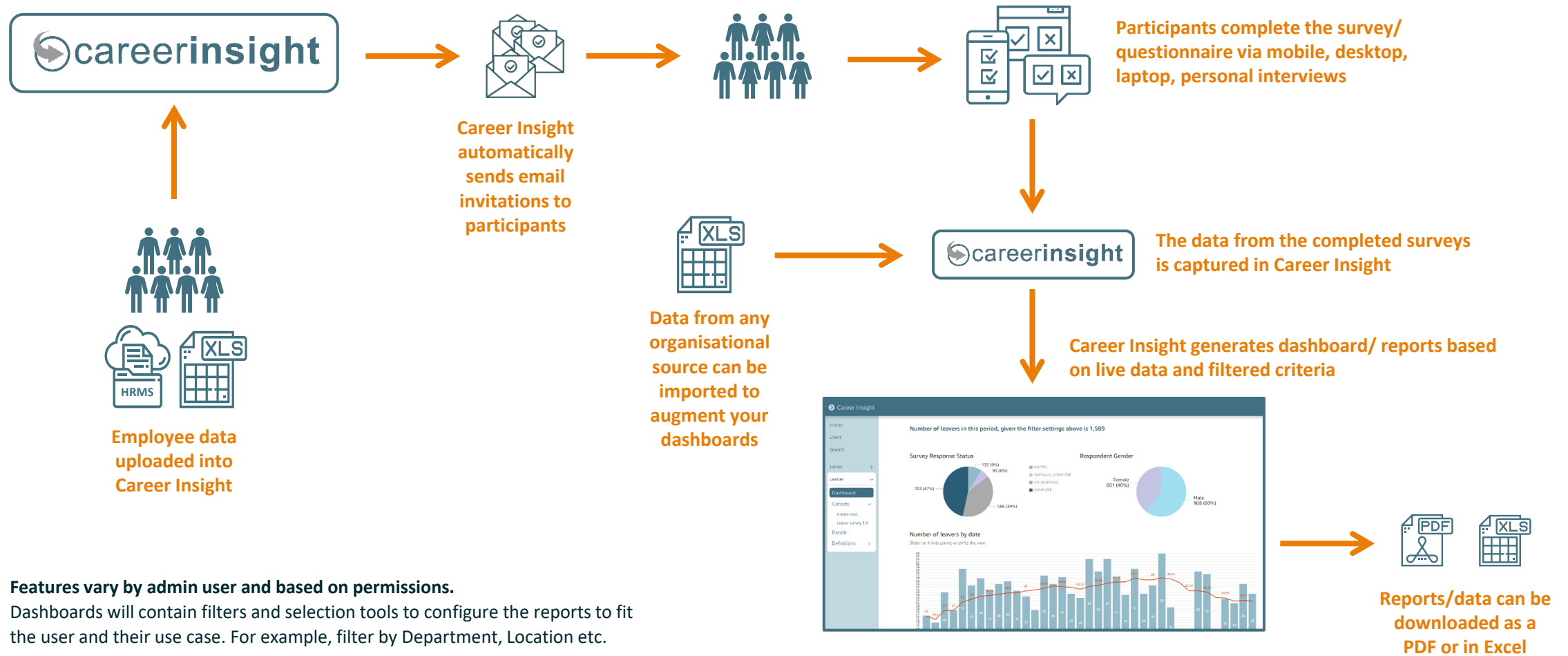
Career Insight is our secure online system for surveying, collating and presenting continuous and project-based employee data. It is a complete and supremely flexible people analytics platform, co-designed with you to ensure questions are intelligent and rigorous.

The online web application can be accessed via Phone, tablet, laptop or desktop and equips managers and HR professionals with the Business Intelligence they need to give their department and their organisation the competitive edge.

It is backed by 'real' human technical support - we are always available at the end of a phone line, email or message.

- ✓ Fully GDPR compliant.
- ✓ Single Tenanted (each customer has their own, separate platform).
- ✓ Protected by multi factor authentication.
- ✓ Provided on a monthly subscription basis which covers everything needed to keep your Career Insight portal up and running safely. It also includes branded dashboards which can organically evolve to fit your needs as requirements change.
- ✓ Hosting with AWS in a secure, high availability, multi factor authenticated environment, 24/7 monitoring, unlimited number of admin users, remote geolocation backups, admin support and new features as soon as we release them.
- ✓ Enable-HR International is registered by the ICO as a data controller and a data processor.
- ✓ Not all People Analytics platforms are created equal... Some are expensive, over complicated and difficult to learn. Ours is affordable, straightforward and you get as much design and support assistance as you need, included as standard.

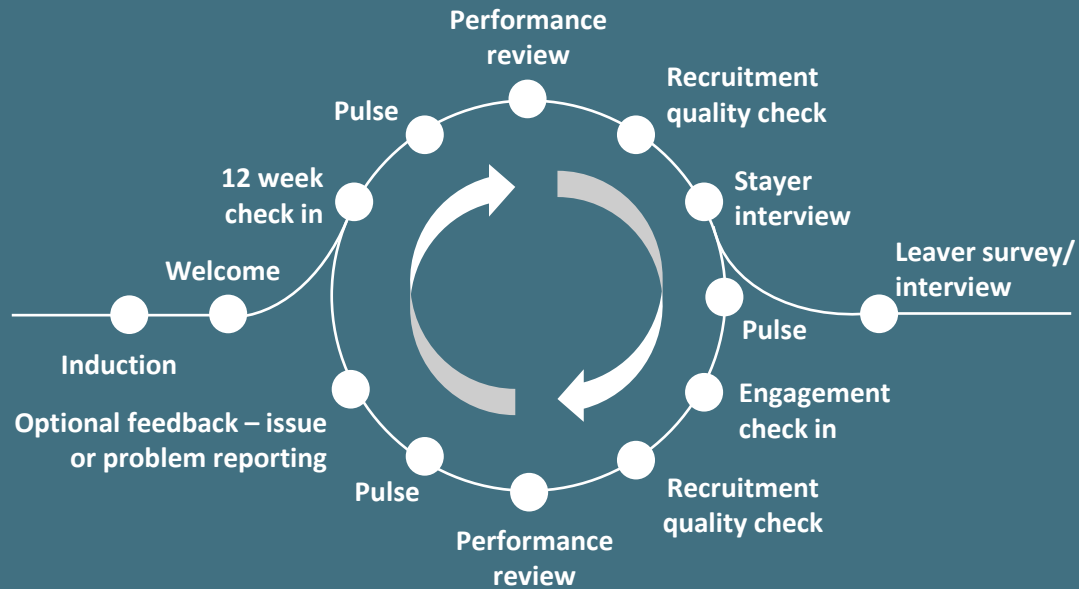
## How does Career Insight work?



**Features vary by admin user and based on permissions.** Dashboards will contain filters and selection tools to configure the reports to fit the user and their use case. For example, filter by Department, Location etc.

**A complete and supremely flexible people analytics platform**

## Survey your employees, and import people data from any source



With continuous listening and a large store of information in one place, inferences, relationships and even causal links can be made to build powerful insights:

- Are your recruitment practices selecting the right fit of people to the roles?
- What connects and engages your people?
- When should managers get involved more?
- How are your people dealing with home/hybrid working and how is their mental health?
- What factors affect decisions to leave?

*Survey your employees when joining your company, during their employment and when they leave...*

### Continuous listening

An unlimited number of touchpoints

- Joiner, stayer and leaver surveys
- Dashboard data, KPI's and project tracking
- 'Load-it and leave-it-to-it' monthly services for monitoring and KPI's

### Bring in any other business data source

People Analytics covers more than simply HR data so data from wider business sources can be added in too, finance, customer and marketing etc.

### Use when needed

- One-off projects, pulse surveys and standalone surveys
- 360-degree feedback for personal, leadership and team development
- Enable HR Personal and 360 Enabler Profile
- Enable HR Strategic Roadmap Tool

## Benefits of using Career Insight

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Continuous listening can help to foster a culture of trust, collaboration, and innovation, where employees feel empowered to share their ideas and feedback.

Frequent and time relevant feedback to managers and decision makers allowing them to identify and address issues before they escalate into major problems, such as low morale, high turnover, or poor engagement.

Data visualisation arranged in ways that make sense to your organisation and allow comparisons by region, role, managers or any other discernible group.

Up-to-the-second information allowing you to deep dive into business useable insights to aid decision making.

Tapping into the employee experience allows deeper understanding and drives evidence-based actions. Understanding resignations and people turnover means problem areas can be tackled quickly.

Mental health, career mobility and DEI monitoring all covered and with timeline retrieval of historical progress.

Machine learning and AI can be employed as your dataset grows.

Complete flexibility and adaptation as your department and organisation's challenges and priorities change.



## Features of Career Insight

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Fully branded and customized dashboard and surveys. Flexibility to shape and scale surveys around your business and needs, commercial objectives, employee surveys and reporting approaches.



Easily upload your data from an employee database using existing data formats or connect directly and securely with your HR management system, so the process is completely automatic based on criteria you select.



Scheduled personalised invitations and reminders inviting the employee to complete the survey and encouraging them to be open and honest in their responses. You can track response rates at any time.



Surveys can be completed online, using a smart phone, tablet, laptop or desktop PC. All modern browsers are supported, and participants can save and return to the survey at another time.



Easily view your up-to-date report dashboard. As soon as an employee has completed an on-line survey, their responses are reflected in the data and all your saved reports are up-to-date.



Some groups of employees may need to speak with someone in person, either by their request or due to predetermined rules in the survey. We can telephone and interview these people on your behalf. This human touch is very important and can deliver many benefits both for your organisation and the employee. We've even been known to retain the employee and prevent them leaving altogether, saving valuable time and recruitment budget.



Reports can be any combination of graph or table elements and comparisons can be made between areas of your business or between time periods. Reports are available in screen-readable, or PDF formats, and can be downloaded into a spreadsheet format.



### QuickSight

Using QuickSight (a powerful reporting interface supplied under License from Amazon Web Services), your admin users can configure their own personal reports or a global report for all users to see. QuickSight offers many powerful AI tools with machine learning projections and in-depth insights.



**For further information or just to discuss your particular challenges over  
a virtual coffee, please contact**

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