

## HR Reporting & Analytics Diagnostics and Strategy Take workforce analytics to the next level

Human resource organizations need timely, accurate, and meaningful information to solve key workforce issues. For many years, organizations have focused on the tactical information, relying on technology to supply such data. But many are still unable to extract useful, accurate information from voluminous enterprise data. Instead, they're left asking key questions:

*We have lots of data, but what is important and what should we be measuring?*

*How do we advance from reporting of transaction data to advanced analytics?*

*How do we extend our current enterprise business intelligence, planning, and reporting capabilities to a level of an effective and sustainable HR reporting and analytics solution?*

*What should our organization look like to support the reporting and analytics needs of stakeholders?*

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New research shows that success in workforce analytics is driven by strategy, investment, skills, technology, and an integrated process that scales into the future.

### The business imperative

New Bersin by Deloitte® research<sup>1</sup> shows that workforce analytics, while complex, can drive tremendous business results. Companies that reach level 4 in the Workforce Analytics Maturity Model generated 30 percent higher stock returns than their peers.

### Workforce Analytics Maturity Model



The research conducted by Bersin by Deloitte® working with more than 400 organizations shows that several key strategies are needed to build a strong analytics function.

- **Build a complete business case.** Strong workforce analytics solutions take time to build—and a complete business case, including line-of-business stakeholders, is needed.
- **Focus on reporting, data quality, and analytics in a phased approach.** Our research shows that companies that succeed with predictive analytics first solve their production reporting problems, creating a foundation for credibility and service to the business. Bersin by Deloitte research shows that more than 60 percent of companies are still stuck building credible operational reports.
- **Build an effective team and attract the preferred skills.** The project team needs to have experience in technology, HR, business, visualization, and eventually analytics and statistics.

### How we can help

Deloitte's dedicated workforce analytics practice has the knowledge, skills, and experience to create an effective strategy tailored to your environment and future needs. Our philosophy for delivering effective HR data, reporting, and analytics strategies is based on a three-phased strategy framework. We use methodologies founded upon leading industry practices and refined through our hands-on experience spanning industries and geographies.

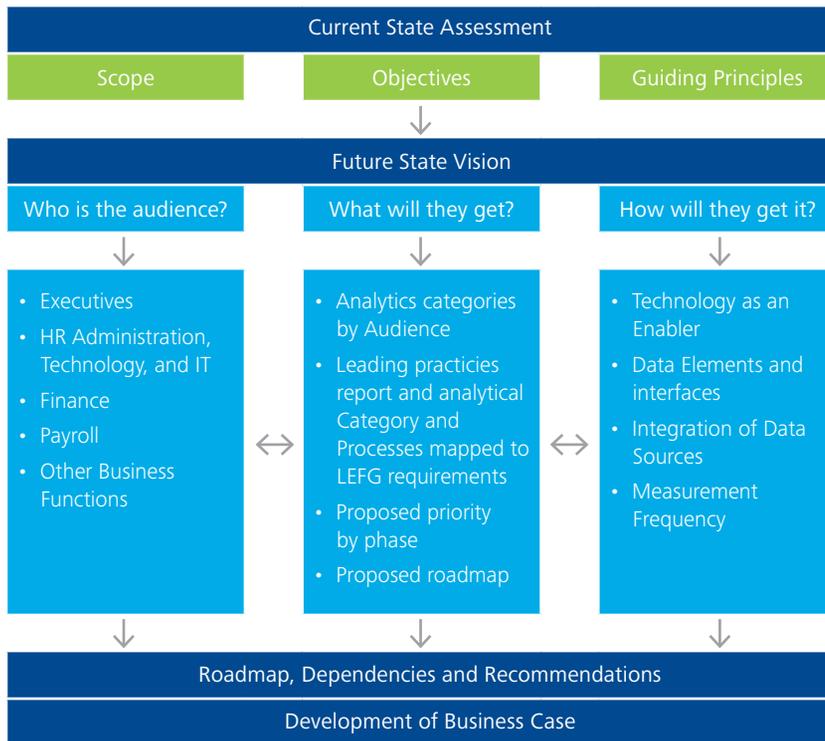
<sup>1</sup>Wang-Audia, Wendy. Talent Analytics: From Small Data to Big Data. 2013.



## A framework for action

### Step A: Current State

Assess the pain points, issues, and/or challenges that your HR organization and business leaders face regarding information needs.



### Step B: Future State Vision

Describe the overall vision and goals for your analytics strategy. At the same time, list your key stakeholders and their HR information needs, along with present analytical toolset options.

### Step C: Roadmap, Dependencies and Recommendations

Develop a detailed and prioritized roadmap that outlines the high-level steps that can help transform your organization from its current to future state, including key dependencies and recommendations.

Leveraging our tested framework, your organization can benefit from a structured approach throughout the transformation and facilitate stakeholder buy-in at many levels. The phased methodology can help you meet project milestones and address high-level priorities first.

Deloitte's collaborative approach, which involves key stakeholders across the organization throughout the development of the transformation roadmap, helps HR professionals harness their data to drive critical business decisions and organizational efficiencies.

### Implementation

We can design the required technical landscape and architecture that includes SuccessFactors Workforce Analytics, a leading solution available on the cloud and designed specifically around HR's role as advisor to the business.

SuccessFactors Workforce Analytics brings to you a deep library of 2,000+ metrics, HR strategies, predictive models, standard definition, and transactional benchmarking of workforce data across different industries, regions, and company sizes, all at your fingertips.

### Bottom-line benefits

- Identify information needs at the tactical, operational, and strategic levels
- Establish a path to a single version of the truth for people-centric data
- Reduce decentralized reporting and consolidate multiple reporting initiatives
- Offer viable and effective options for secure, easy-to-use, actionable dashboards, reports, and analytics
- Build the business case for an HR reporting and analytics solution
- Create and execute on implementation plans for accelerated deployment and adoption of cloud-based solution

### Contact us

For more information or to see a demonstration of how a workforce analytics strategy can help your HR organization, please contact:

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