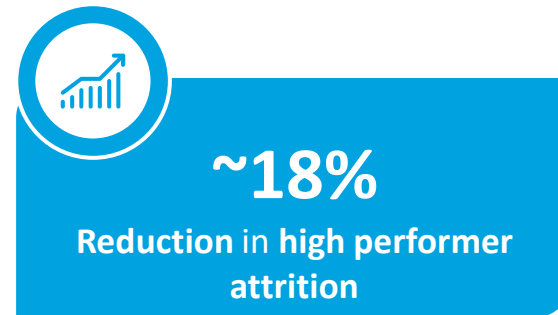


People Analytics | Unlocking the Value

People analytics interventions can improve business performance, provide better workforce experience, and enable a data-driven HR



People Analytics | Why Now?

Deloitte's People Analytics team has extensive experience delivering to clients in India and across the globe

According to **Deloitte's 2020 and 2021 Human Capital Trends Report**

72% of companies surveyed view people analytics as high priority

Yet **Deloitte's People Analytics Maturity Report, 2022** finds that only

2%

of companies interviewed have reached the **advanced people analytics maturity Level**

35%

of companies interviewed have **dedicated people analytics team or COE**

11%

of companies interviewed have **automated and personalised dashboards** providing real-time insights



Source-

- <https://www2.deloitte.com/content/dam/Deloitte/us/Documents/human-capital/us-people-analytics-as-a-service.pdf>
- <https://www2.deloitte.com/content/dam/Deloitte/in/Documents/Consulting/in-hc-people-analytics-maturity-in-India-2022-noexp.pdf>

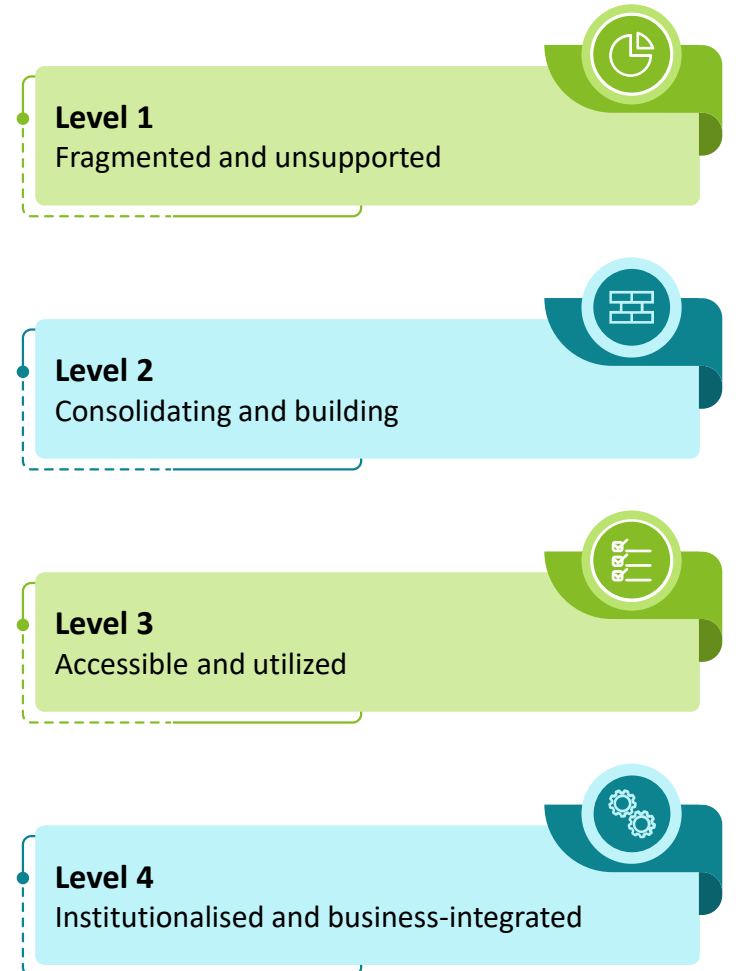
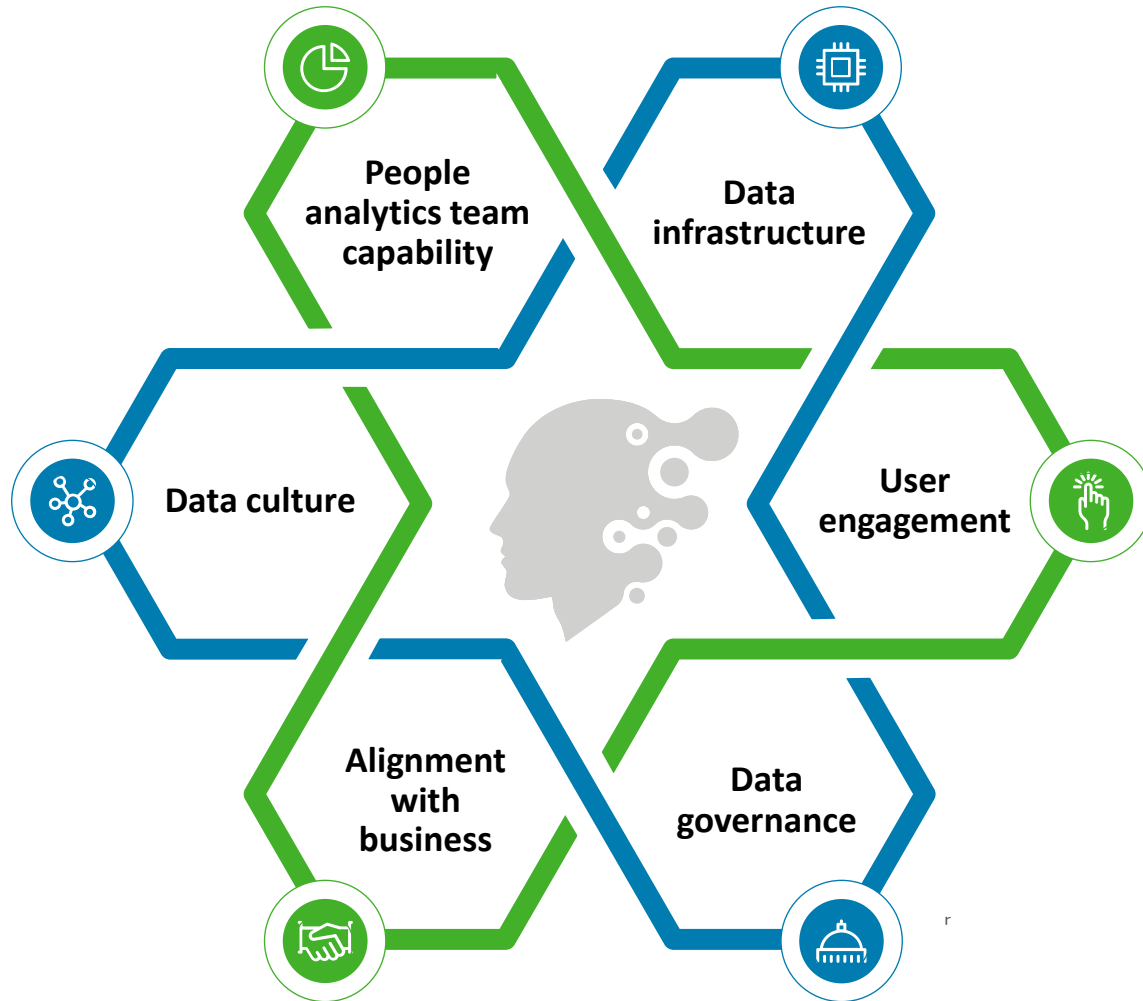
Deloitte's People Analytics team has extensive experience delivering to clients in India and across the globe

- #1** Human Capital Consulting Team in India
- 25+** Dedicated People Analytics consultants
- 100+** PA client projects delivered by the team



- Specialized skills in analytics, statistics and I/O psychology**
Master's degrees and PhD's in psychology, Deep HR analytics, advanced org/data scientists, and statisticians
- Deep human capital expertise**
Knowledge of topics including employee engagement, experience, leadership, learning, culture, etc.
- Business acumen and consulting Skills**
Over 80% of the team comes with prior experience in PA Consulting in Big 5

People analytics maturity evolves from being a fragmented and unsupported practice to being institutionalized and business integrated with a focus on six critical dimensions



Ability to deep dive into data and draw insights can address multiple questions CEOs and CHROs are facing today




-  **Do I have a future ready workforce? Do they have the skills required for the future?**
-  **How do I know who my high-potential talent is, & how do I retain them?**
-  **Are my People investments focusing on the right areas & yielding the desired results?**
-  **Do my people have the best employee experience and growth opportunities?**

Deloitte's suite of tools and accelerators help drive efficiency & excellence in execution of people analytics

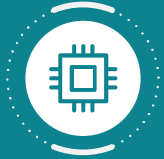
| Productivity and revenue increase | |
|-----------------------------------|----------------------------|
| Skill Sense AI | AI Culture Compass |
| Employee Experience Measurement | Pay Equity |
| Talent Readiness Assessment | Unconscious Bias Detection |

| Cost reduction | |
|-----------------------------------|----------------------------|
| Recruitment Effectiveness | Talent Retention Analytics |
| Workforce Planning & Optimization | Learning Impact Analytics |

Unlock the advantages

-  **Pre-built components**
-  **Proven architecture**
-  **Faster implementation**

Deloitte's cutting-edge tools and accelerators drive efficiency and excellence in the execution of People Analytics



SkillSenseAI

AI enabled solution which provides insights **on emerging roles and skills**; recommendations to optimally fulfill the gap

Key solution components

- Emerging & declining skills
- Skill ontology
- Skilling pathways
- Optimal learning path



CultureCompass AI

Leveraging deep learning algorithms to identify the **cultural DNA of the organization** using external and internal data

Key solution components

- Culture theme mapping & insights
- Sentiment analytics
- Competitor analysis
- EVP/Employee experience



Learning ROI

AI enabled solution which provides **ROI of the learning programs** to streamline the learning cost & increase talent productivity

Key solution components

- Learning ROI & effectiveness
- personalized learning Recommendations
- Optimal learning path



Pay Equity Analytics

Advanced analytics solution to identify cohorts with **gender pay** disparity by comparing on metrics such as compa-ratio, pay equity score, etc.

Key solution components

- Current state analysis of pay equity
- Cohorts with pay disparity
- Deep-dive analysis for individual cohort



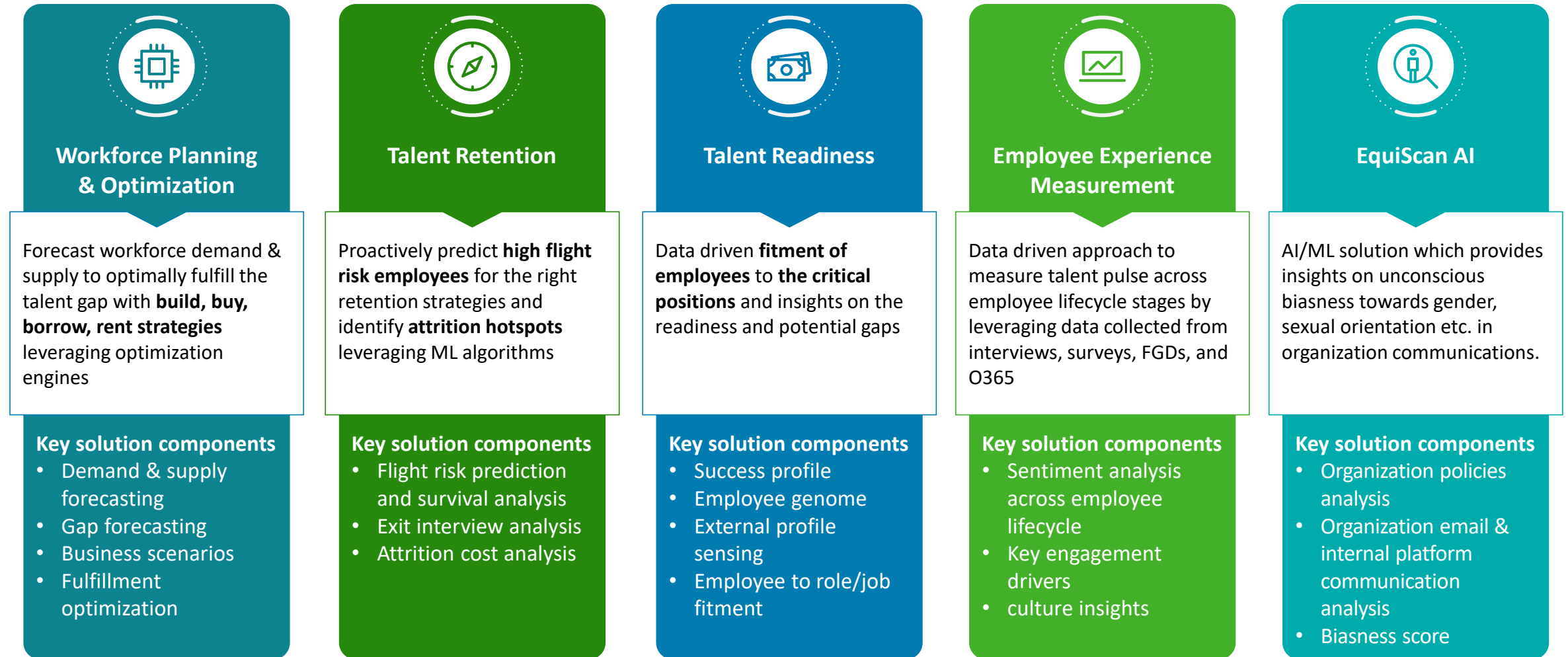
Recruitment Effectiveness

Advanced analytics model to quantify the **channel's effectiveness** by measuring the key components and comparing them with historical data.

Key solution components

- Recruitment cost optimization
- Source profiling
- Quality of hire analysis

Deloitte's cutting-edge tools and accelerators drive efficiency and excellence in the execution of People Analytics



Engage in a transformative partnership with Deloitte for your people analytics journey, advancing together through

Targeted use cases

Harness your data to derive valuable insights for CXO challenges like Future Skills Readiness, ROI, HiPO identification, etc.



People analytics strategy

Assess **people analytics maturity** and **design roadmap**



Build and run a people analytics function

Setting up and **running the people analytics function** by testing, deploying multiple hypothesis and conducting KT sessions

1

2

3

4

5

Data strategy

Manage **data quality**, **data governance**, **data cleaning**, **data report standardization** etc.

Capability building

Upskill HR teams with focused trainings and learning modules

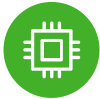


We have worked with multiple clients across industries helping them leverage people data and insights to generate desired business outcomes

Industry Experience



E-commerce



IT & Technology



Aviation



Real Estate



BFSI



Healthcare



Oil & Gas

Large Indian PSU Bank

Project – Learning Impact Analytics

Impact –

- Detection of successful impact of training in ~ 43% of the business KRAs
- Identified 3 locations with Training implementation efficiency scope
- Recommendations of learning strategies for respective locations based on training impact detected on 21 KRAs

Largest Indian Global Consumer Goods Company

Project – Forging a path to People Analytics Excellence

Impact –

- Uncovered 5+ hidden talent challenges/issues via dashboards
- Optimized campus budget by identifying target campuses to hire from based on quality hire, diversity and talent retention
- Identified parameters that significantly impact the performance of campus candidates in organization with 90% confidence level (probability)
- Identified 3+ critical roles at risk of no successors and evaluated succession plan's health on coverage vs resiliency

Leading India E-Commerce Company

Project – Employee Listening

Impact –

- Enhanced IPO readiness by correlating employee engagement and business outcomes
- Enhanced the efficacy of the nudge engine and governance framework for distinct personas
- Boosted internal talent engagement and activity for internal social platform

Leading Global Professional Services Company

Project – Automated Incentive Calculation Tool

Impact –

- Reduced cycle time for the process by 40%
- Reduced the manual effort by 60%
- Enablement of effortless examination of overall payouts across demographics cuts

Leading South African Auditing Company

Project – Culture Transformation Analytics

Impact –

- Discerned the drivers behind effective trainings leading required cultural change
- Identified a 40% adoption variability among Business Units (BUs), informing strategic tailoring
- Detected a 50% positive-negative sentiment gap
- Elevated culture score by pinpointing issues in five out of 20+ categories streamlined interventions

Leading Global Mining Company

Project – Workforce Gap Analysis

Impact –

- Empowered effective training & skill development for 8+ roles with significant workforce gap
- Increased productivity up to 15% in facilitator workforce planning for HRBPs
- Optimized talent budget executing build buy borrow strategy

Get In Touch

If you would like to learn more about the Deloitte People Analytics practice, please contact:



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