Harbinger Systems

Question and Answers

Q: Will the analytics module work parallely to the existing stack or will extensive rework be required to integrate analytics?

It depends on your application. The ideal system is one in which all processes are driven by analytics, but often this is not possible. Practically, people analytics will be implemented in many different modes: in some scenarios predictive systems can be envisioned which replace the existing business logic, in other scenarios predictive systems will supplement existing systems by providing a better data-driven reporting and analysis framework. In some scenarios the existing business logic will continue to function fully, with analytics playing only a small role.

Q: How to identify opportunities for people analytics in our HR system?

Necessity is the mother of invention. The key is to ask "What are the problems or limitations we are currently facing?" For example, if you are finding a skill gap in your operations, or if you are seeing too many good performers exit the company, or if you are finding problems attracting the right kind of talent, that should be the first clue about a potential opportunity for people analytics. From there, it's all about trying to find a specific problem statement from the general problem and implementing the steps we talked about in the webinar.

Q: Will people analytics eliminate the need for HR personnel?

Absolutely not. There really is no replacement for a one-on-one talk with a person to understand their problems and help them find solutions. Computers can never replace the personal touch. What they can do is to reduce the amount of time and energy HR personnel spend on tasks which can be automated, and leave them more time to do those jobs which we need humans to do. However, it is true that HR personnel in the future will need to understand the process and implementation of analytics, because ultimately people analytics will change the way HR works.

Q: Are there any pre-built solutions/modules that we can plug and play?

No, there are no modules as such. Every organization is unique in its needs and priorities and requires a tailor-made solution. As such, implementing analytics can mean creating unique data models, OLAP databases, data streaming architectures, algorithms, dashboards and so on. Because of this, no solution can simply fulfill the needs of the company without proper integration and implementation. In some ways, this is similar to the process of integrating an existing HR systems.

Q. What if we do not have an HR System for data analytics, how effective is excel?

Excel does not help with data management and integration, it is difficult to use to build an end-to-end ETL-analysis-visualization process. The limitations of Excel mean that it will always be a disparate tool that cannot be integrated completely with an HCM system, unless significant effort is put in to build and maintain an in-house system using VB macros. While latest versions of Excel have analytical and forecasting capabilities, there are limitations even to these versions which mean that it cannot be integrated into an analytical process. In our opinion, its utility is limited to one-off reports, or reactive analytics for applications like Root Cause Analysis. In order to have a future-ready HCM system, something more advanced is required.

Q. What are the most popular data questions asked? OR what is the top HR Stories to tell with data?

The areas of HCM processes which are best suited for people analytics fall into five broad categories:

1. Workforce Management
2. Talent Sourcing & Acquisition
3. Onboarding and Employee Engagement
4. Performance Management
5. Employee Attrition Mitigation

The specific data questions depend on the organization and its processes and strategic goals. However, the nature of the above categories is similar across all organizations and the volume and quality of data generated in these processes mean that there is a lot of potential for people analytics in these scenarios.

Q. Will you post the recording or presentation slides of this webinar?

Yes, you can view the recording and presentation slides of the webinar by visiting this link: https://www.harbinger-systems.com/resources/webinar/building-next-gen-hr-solutions-with-people-analytics

If you have any further questions or would like more details about the webinar and our services or would like to get notified about our next webinar, please let us know at: hsinfo@harbingergroup.com

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