

DIMENSIONS HR ANALYTICS DIAGNOSTIC

Set the stage for a discussion about HR analytics by estimating where you fit on various dimensions of HR analytics capability.

Each dimension is anchored on the left with a “weak” descriptor and on the right with a “strong” descriptor. You may want to give yourself a score from 1 to 10 on each factor.

Weak (1)..... Strong (10)

HR CULTURE

1) Attitude towards rigor

Skepticism towards use of data Entrenched practice of fact-based decisions

2) Attitude towards experimentation

There’s no time/no need to experiment Often test ideas in a disciplined way

3) Attitude towards unconventional ideas

Reluctance to act on unconventional ideas even if data support them..... Happy to embrace the data

HR ANALYTICAL SKILLS

4) Access to *moderate* analytical skills

Few HR people are skilled in analysis Most have an analytics background (science, finance)

5) Access to *deep* analytical skills

Few people with heavy-duty analytical skills..... A team of data scientist, I/O psychs etc.

ORGANIZATIONAL SUPPORT

6) Attitude towards HR's input on decisions

HR expected to focus on adminHR expected to provide analysis on strategic/talent decisions

7) Organizations attitude towards rigor

A 'shoot from the hip' culture..... A culture that expects/invests in analytics

TECHNOLOGY

8) State of *basic* reporting systems

Hard work to get reliable data from HRIS..... Easy to get solid descriptive data (e.g. on turnover)

9) State of *advanced* analytics

Rely on basic spreadsheets & reportsHave powerful analytics & data warehouses

NEXT STEPS

If you would like to chat about your own organization, send me a note at dcreelman@creelmanresearch.com (David Creelman)