



# GAIN FUTURE INSIGHT WITH YOUR HUMAN RESOURCES DATA

Human resources (HR) is tasked with recruiting the best talent and keeping culture at the forefront while staying on top of payroll, performance, and many other responsibilities that keep the human aspect of the company thriving. What if you could save time getting these tasks done while your human capital is ahead of the curve to meet your organization's business goals?

## Your People: The Future of Business

Imagine a world where the workplace is so people-focused, you can predict the path of your employees' success before hiring. Where you know the likelihood of a candidate being the best culture fit and what drives them to succeed, both of which make your company thrive. Can you picture this? We can too.

## The Human Element

As HR continues to focus on the human element of business, there is equal value in HR data analytics. In today's world, HR is dealing with ever-changing – and even unprecedented – working environments. Decisions must be data-driven and evidence-based when addressing retention, engagement, work from home or office, and diversity and inclusion, along with many other areas. However, most HR analysts, generalists, business partners and managers continue to battle these common reporting challenges, let alone visualize future outcomes. Dealing with inconsistent data without the proper tools prevents organizations from evolving their successful HR analytics vision into a reality. What if a simple tool could help find the answers?

## Accelerate with Data

It all starts with your data. There is plenty of data related to employees for your HR department to utilize. Merging data into all the important human-related tasks HR handles is key. Implementing best-of-breed data preparation software will ensure that you have ready access to all applicable data resources. This first step will make analysis easier and save time. From improving the hiring process to making informed decisions with leadership teams, you can add tremendous value by looking at this data. For example, what is the cost of losing a good employee? Don't risk it. Get a vision of your employees through machine learning and predictive analytics. Become proactive with your hiring decisions. Bring your organization to the next level by understanding how to make HR analytics work for you.

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### Move Forward and Save Time

Self-service analytics tools enable HR professionals to merge multiple data sources, identify and remove errors and duplicates, to gain actionable insight quickly. Historical reports and PDFs - including turnover reports, new hire budget analysis, and compensation data found in systems such as Workday, ADP, Kronos, and SuccessFactors - can also easily be pulled into a data preparation tool and appended to spreadsheet data. These data preparation tools give you the accurate dataset needed to discover insights. Leveraging machine learning and predictive analytics enable users to rapidly visualize data and generates explainable results. HR professionals can use machine learning tools like decision trees and strategy trees to solve complex problems, test multiple scenarios, and visualize results. For example, the recruitment team can use decision trees to determine the best candidates for certain roles by using data about the individual's performance, experience, and role requirements. Additionally, this same tool can be used to gain data-driven insights when identifying where HR should spend time and money sourcing candidates. Teams focused on workforce planning can increase forecast accuracy by using strategy trees to combine their business knowledge with data about labor and economic projections and industry trends.

### Leadership and Training

Analyzing HR data supports overall operations by providing insight into how companies can improve their leadership development programs and create more effective training activities. Hiring executives can uncover how candidates have matured over time and determine an individual's value to the company. Hire and retain the best leaders to see what capable and amazing employees can do to help propel your organization to great heights.

### Let Data Tell the Story

Recognizing and highlighting human capital as a valuable asset provides a competitive advantage. View how your story previously unfolded by testing historic data through machine learning. Then test different combinations with current data to learn how to predict what factors may correlate to attrition. Now you can proactively remedy the situation. Unlocking the value of your data will produce more accurate projections and better inform your business strategy. Happy and engaged employees are successful employees who represent your organization. By using machine learning and predictive analytics in HR, you will be able to move your company only forward.

- Spend less time extracting data from disparate sources
- Better utilize your time with the insight gained to make more proactive strategic decisions for the future
- Address the sensitive nature of employee data with features like built-in data lineage and masking
- Automate processes to make the repeatable and consistent

Don't risk losing a good employee. Set your organization up for success with data tools that work for you.

# 90%

TIME SAVED REPORTED  
WITH DATA PREP AND  
DATA EVALUATION

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