

# IS FINANCE READY FOR HR ANALYTICS?



## FINANCE'S USE OF HR ANALYTICS

3%

Only 3% used predictive/proactive modeling.

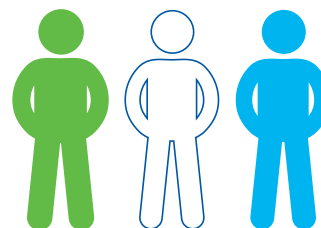
64%

64% either did not use HR analytics, or its use was sporadic.

70% of finance execs have at least one HR function reporting into them.

## DOES FINANCE TRUST HR DATA?

1/3 said they **fully** trusted the data received from their HR team in making business decisions.



1/3 stated they "somewhat" trusted the data.

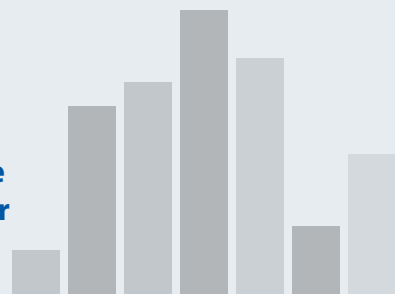
33%

33% indicated an interest in tactically setting up and delivering dashboards/scorecards.



## EFFECTIVE HR MEASURES?

52% of all respondents stated that they would focus on a top line metric such as revenue per FTE or labour costs as a percentage of revenue.



67%

67% thought the visual appeal of HR analytics was either important or very important.

## DATA IS ONLY VALUABLE WHEN IT TELLS A STORY

For those respondents that **DID NOT** have HR reporting to them:

55% of them stated that they wanted to evaluate and refine current HR metrics and tools.

For those that **DID** have HR reporting to them:

40% were interested in consulting on initial definitions and measurements (what to measure and how frequently).

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