

For Leaders: How well you have implemented analytics into HR

This questionnaire is to help you reflect on how impactful your decision to adopt analytics in HR has been. Adopting analytics into HR necessitates a thoughtful and structured approach. Answer the questions below to assess your initiatives regarding the integration of analytics in HR and your preferences as a leader.

1. Do you think analytical tools and techniques have added value to your existing HR processes?

1.1 Have you recently implemented any analytical solution (Descriptive/Diagnostic/Predictive/Prescriptive) or tools into your HR processes? If yes, for which processes have you used analytical solutions?

1.2 How did you assess the success of your HR analytics initiatives?

1.3 What were some of the key benefits of using HR analytics? Choose one or more from the below-mentioned options:

Better decision-making	Time-saving solution	
Cost-effective	Any other, please specify	
Advanced reporting		
Actionable insights		

1.4 How did you communicate the implementation of HR analytics to your team?

The key takeaway from the above survey: The above feedback questionnaire helps assess the success of initiatives about HR analytics in an organization. It can help leaders understand the value HR analytics can add to their current business process or has been able to add since the implementation.

2. Areas where HR analytics could not deliver results as expected.

2.1 How did you assess the impact of analytical tools and techniques in the HR process?

2.2 What were the reasons the initiative did not deliver the desired impact? (lack of communication or training, incorrect or incomplete data, etc.)

2.3 Which HR process was it? (hiring, onboarding, training and development, performance management, etc.)

Note: The key takeaway from the above survey: This practice is essential because we tend to assess an initiative based on the value it adds to an organization and its employees. If a particular type of HR analytics does not work for a specific HR process, we may not be able to utilize HR analytics to its maximum potential.