

THE MODERN GUIDE TO HR ANALYTICS:

# Make proactive people decisions with confidence.



Successful HR organizations are making better use of real-time data. They're taking informed action in the business moment.

Companies that use advanced people analytics are:<sup>1</sup>

**Increasing Engagement & Retention**

- 4.3x** MORE LIKELY TO CREATE A SENSE OF BELONGING
- 4.8x** MORE LIKELY TO BE SEEN AS A GREAT PLACE TO WORK
- 7.3x** MORE LIKELY TO ENGAGE AND RETAIN EMPLOYEES

**Improving Productivity**

- 2.6x** MORE LIKELY TO EXCEED FINANCIAL TARGETS
- 6.7x** MORE LIKELY TO ADAPT WELL TO CHANGE
- 7.7x** MORE LIKELY TO INNOVATE EFFECTIVELY

**Did you know . . .**

**83%** of companies do not use advanced people analytics

“By 2024, one-third of organizations will be using adaptive HCM systems that can respond in real time to broad-based data signals and triggers by alerting and nudging relevant stakeholders for optimizing HR-related policies.”<sup>2</sup>

— **QUINCY VALENCIA**  
VP & Research Director, Ventana Research

## Who's using real-time data to improve workforce management?

**SEPHORA**

- Expanded secure access to data
- Increased data validity
- Improved decision-making

Sephora revolutionized their global HR strategy with:

- A company-wide system to manage local employee needs, jobs, recruitment
- A single source for HR data
- Mobile access

“It was imperative to provide our managers with a solution that is easily accessible via mobile applications to provide them with information in real time.”

— **THOMAS MORABITO**  
Global VP, HRIS

**HARVARD UNIVERSITY**

- Increased collaboration
- Provided relevant data to 2,000+ users
- Strengthened usability of millions of data points

Harvard University uses multiple Qlik-powered HR applications to:

- Measure the effectiveness of its \$2.2 billion annual investment in people
- Maximize the value of its HR systems
- Explore HR measures, from demographics to compensation, staffing, retention, and more

“The associative model of Qlik really solves a lot of problems. It's a data extraction, modeling, and presentation tool that also reveals information that supports thinking the way that your brain works.”

— **ANA BARD**  
Associate Director, HR Analytics and Reporting

**JOHN SWIRE & SONS**

- Decreased time to create, share reports
- Redeployed resources
- Delivered insights

This global trade and development company can better understand and use their vast data since they:

- Built an interactive dashboard for HR and talent management
- Developed an easy-to-use employee data platform
- Increased self-service options

“The associative model of Qlik and code-free data modeling are the features I love most.”

— **CARLO CHUI**  
Data and Analytics Manager

## A modern approach to managing your most important resource: your workforce.

Rather than relying on outdated reports, successful HR teams are leveraging real-time data and analytics. They use up-to-the-minute information, so their teams can act on data in the business moment.



**THE QLIK APPROACH**

The Qlik Active Intelligence Platform™ lets you create an end-to-end analytics data pipeline. You get insight into real-time data to improve – recruitment, employee retention and engagement, compensation, and workforce management.

Ready to empower your HR team to take a more active approach to data? We're here to help. [Start Here](#)

1. "HR Predictions for 2022," The Josh Bersin Company, 2021  
2. Valencia, Quincy, "Human Capital Management Market Assertion," Ventana Research, 2022