

Infographic: Results from our international people analytics survey

Big data and people analytics are important topics that are relatively new to many working in talent management. Right now, the business world is experiencing a data revolution; with the volume, speed and availability of information reaching a scale never seen before. With the vast amount of people data now potentially available, we've been taking a closer look at the emerging issues around people analytics and what they might mean for HR. Our 2016 global survey looked into big data and people analytics and how these are applied by HR professionals today. Here are some of the headline results.

INTERNATIONAL SURVEY 2016

PEOPLE ANALYTICS

Although HR is using big data...



...don't yet apply people analytics



Of those who do, just **2%**

say their use of data is advanced



DATA MATURITY

Basic: 67%

Intermediate: 31%

Advanced: 2%

USE OF PEOPLE ANALYTICS TODAY



TOP 3

Areas of HR in which employers retain data

1. Compensation & benefits
2. Recruitment
3. L&D

WHY THEY'RE NOT USING IT...



Limited data infrastructure



Lack of expertise



Proving the value add - getting buy-in from management

VIEWS ON THE FUTURE OF RECRUITMENT

78% said people analytics will increase job fit

83% said people analytics will improve the quality of new recruits

74% said decisions based on people analytics would be better than those based on human judgement



WANT TO KNOW MORE ABOUT PEOPLE ANALYTICS?

Contact the Cubiks experts

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Sift

Select

Identify

Develop