

# What's your level of HR Analytics capability?

Check off your HR Analytics capabilities with this employee turnover example below to see how you measure up. Measure your progress and identify the next steps.

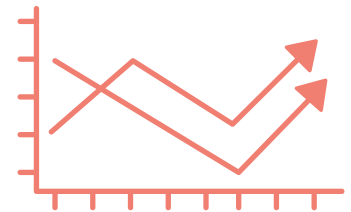
## 1. OPERATIONAL REPORTING

- Quarterly turnover reports
- Cost of turnover by department and region
- Turnover hotspots indicate issues
- Turnover improvement suggests successful recruitment, engagement, etc



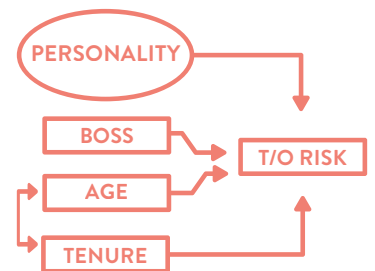
## 2. ADVANCED REPORTING

- Turnover data in a 'live' dashboard
- Connected with performance and demographic data
- Clear regrettable and non-regrettable turnover
- Turnover trends by department, region, or gender



## 3. ADVANCED ANALYTICS

- Integration with psychometric, engagement, and business data
- Analytics explain and predict turnover
- Actions customised by department to decrease turnover
- Evidence-based ROI for retention programs



## 4. PREDICTIVE ANALYTICS

- Analytics inform recruitment & selection redesign
- Predictive models identify and map talent risks
- Anticipation of future turnover trends or hotspots
- Evidence-based scenario planning for M&A or restructures

