

# Building a Data Driven HR Function

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# Why data driven culture

Data is new water, wars from now will be fought to control data

Data based decision are being proven to be more innovative and insightful

- 10% increase in data accessibility in fortune 1000 companies, would result in \$65 million additional net income
- Data driven decisions increases output and productivity by 5-6%
- Data driven business are growing 30% annually

Leveraging technologies and analytical talent

Source: Research from MIT, Forbes.com, NewVantage Partners

# Does it sound familiar?

My data is so unreliable, I can't even get accurate headcount!

I don't know what to measure, or how to measure it.

Our team spends all their time creating reports, and not time interpreting them.

We don't know how to translate data into workforce insights.



**Of course we do analytics**



**We know exactly what is happening and have data to prove it**



**I have all the data, what more do I need**



HR has the potential to become one of the leaders in analytics.

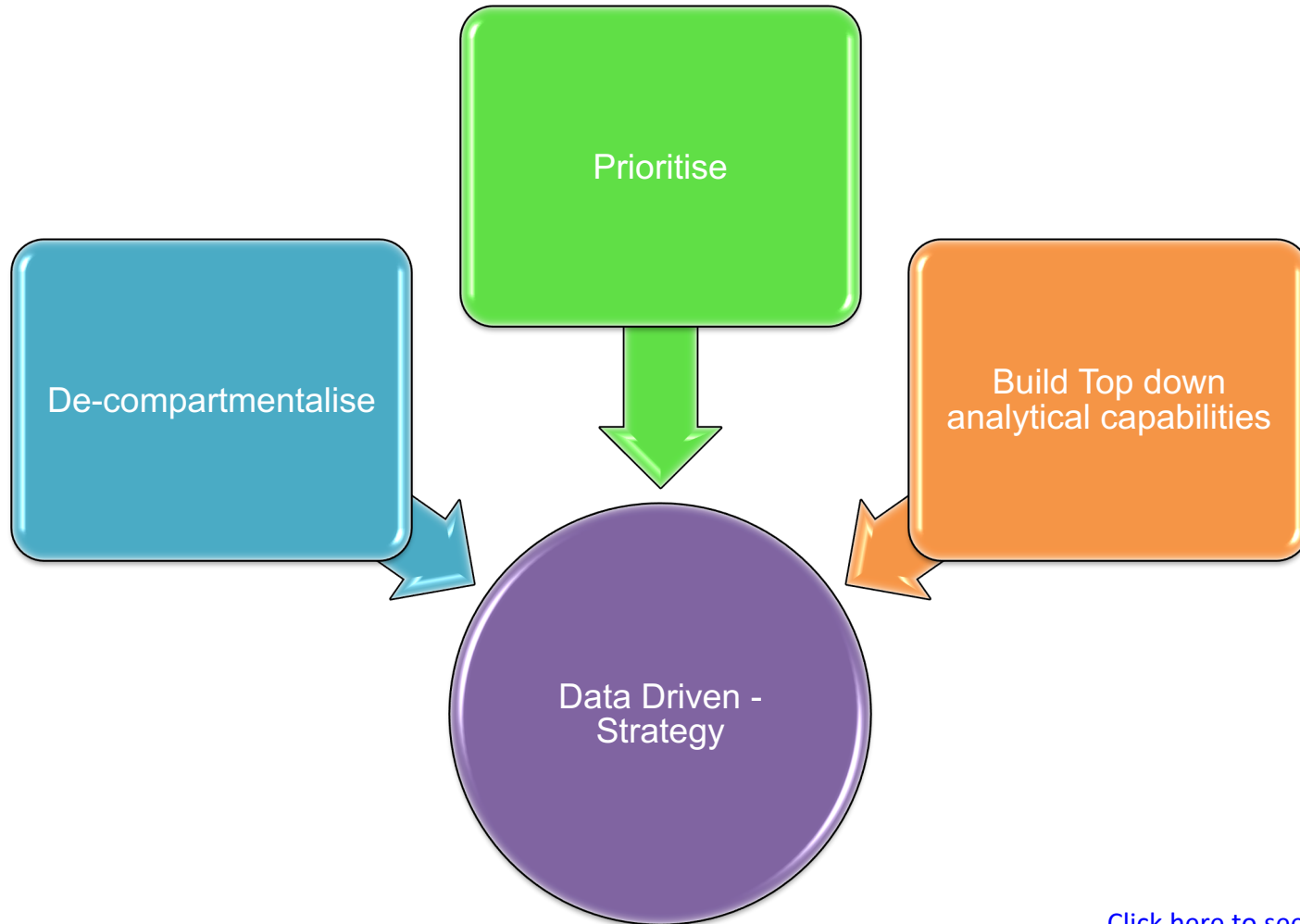
But is that a reality!

- 97.5% CXO state that they are yet to forge into data driven culture
- Data driven organizations decrease from 37% in 2017 to 31% in 2019

What if you cannot get your department headcount from HR, can you get it from anywhere else!

Source: Research from MIT, Forbes.com, NewVantage Partners

# 3 Step model



[Click here to see webinar recording](#)

# What it takes to be data driven



Cultural  
Transformation



Single version  
of truth



Critical  
thinking



Develop  
People



Adopt  
technology



# Cultural transformation

- You can't buy it or outsource it
- Start at top
- Co-create
- Effective metrics aligned with strategy



# Single version of truth

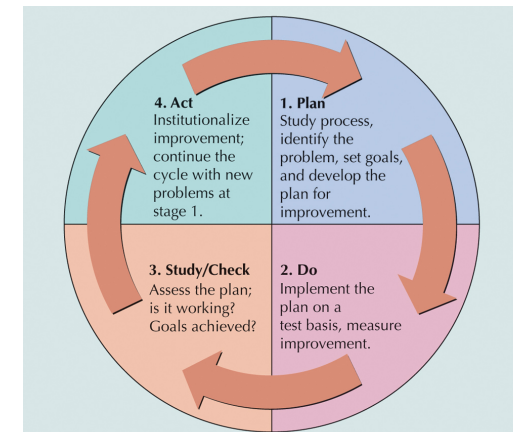
- Consistency / flexibility
- Don't aim for 100%, but be certain enough
- Safe and secure





# Critical thinking

- Empower people
- Deming's Wheel : PDSA



# Develop people

- Hire right people
- Give right training
- Get right trainers

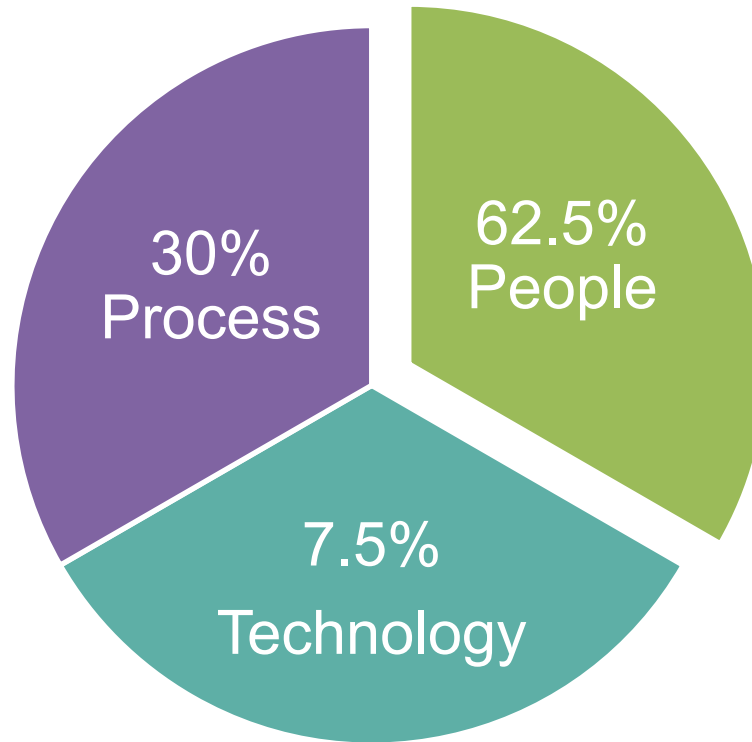


# Adopt Technology

- Start with what you have
- Basis maturity go in for advance tools



# Composition of Data driven function



Cultural Transformation



Single version of truth



Critical Thinking



Develop People



Adopt technology



**In God we trust;  
all others must bring data.**

*- William Edwards Deming -*

Thank you....