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IBM HR Summit

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Predictive Employee Voice with Cognitive Next Best Actions

Jay M. Dorio, IBM Kenexa, Director of Employee Voice and Assessment

Transforming Trends: Continuous Listening

Yearly surveys are not enough with a shift to engage in regular dialogue

Employees today are **demanding more transparency** and honesty

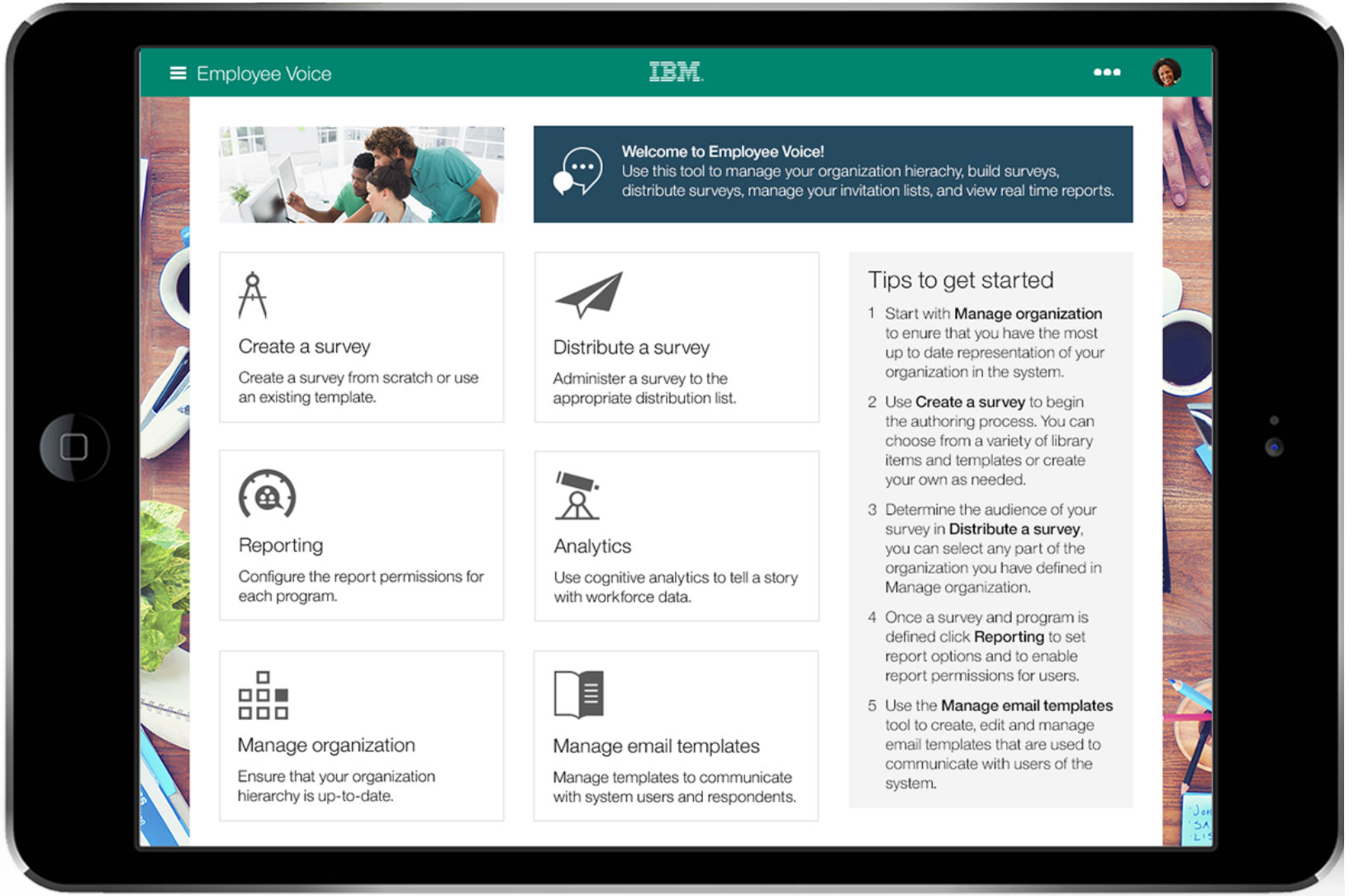
Shift in being **more agile** and driving change on a more constant basis

Organizations are **investing in Big Data and analytics** to be data-driven

Mobile use among employees continues to rise

HR professionals shifting to a strategic advisor to the business

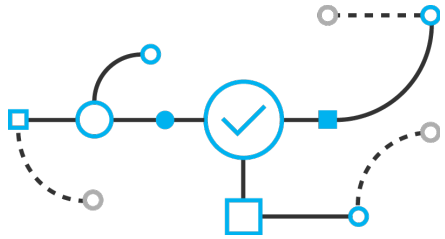
IBM Kenexa Employee Voice: Predictive and Cognitive



IBM Kenexa Talent Insights

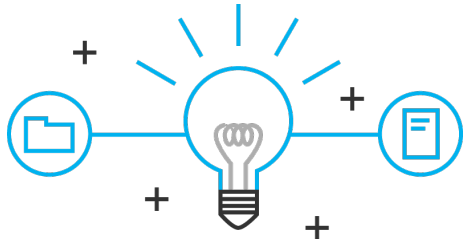
Understanding

- Interact with Talent Insights through Natural Language
- Customize language for your business through HR ontology
- Understands your data automatically



Reasoning

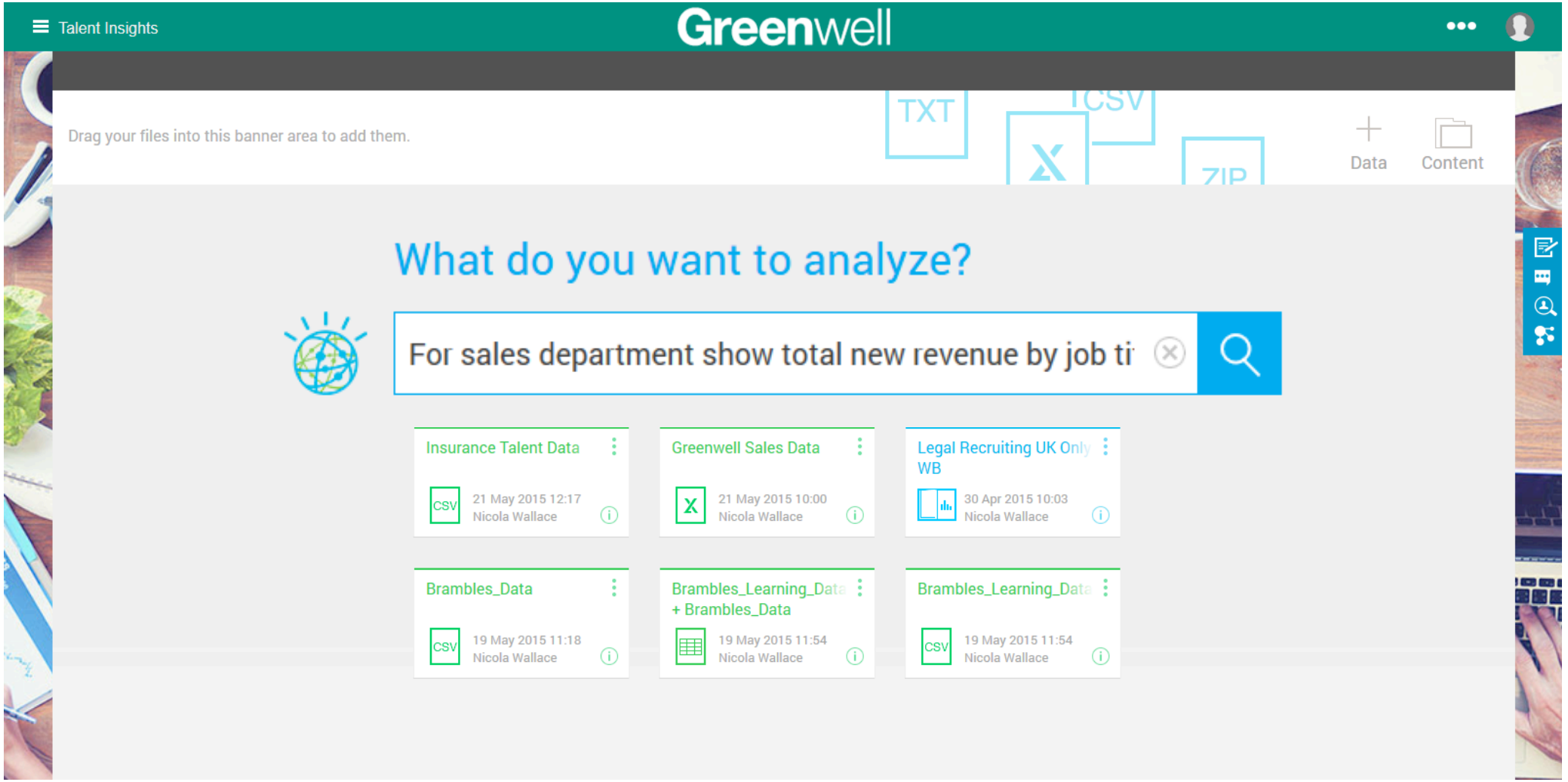
- Automated data exploration and discovery
- Identifies recommended starting points for analysis
- Makes recommendations for related areas to explore



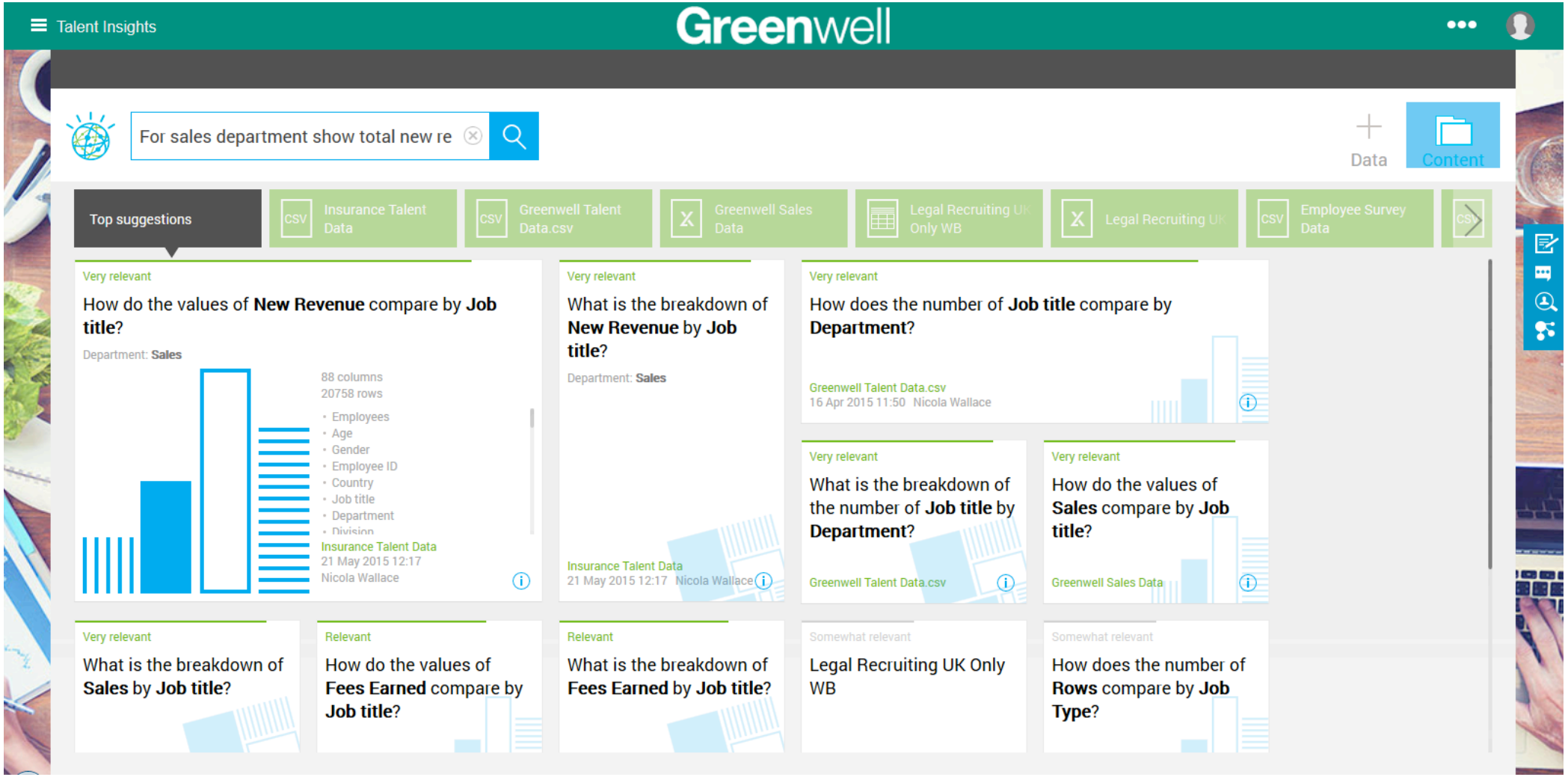
Learning

- Guided predictive analytics
- Progressive disclosure to drill deeper into predictive analysis

Understanding through Natural Language



Reasoning Provides Automated Starting Points



Learning to Guide Predictive Analytics

At IBM, We Have Always Done Big Things

Make Every Doctor The Most Experienced Doctor In The World

"Memorial Sloan Kettering Trains IBM Watson to Help Doctors Make Better Cancer Treatment Choices"

We Are Doing The Same Thing For HR/Businesses

Cognitive solutions provide evidence-based options based on Workforce Science and Industry expertise provided by IBM Kenexa Consultants.

IBM Kenexa

Cognitive Next Best Actions


SAMPLE TEXT
MENU
YOUR TEXT HERE
THIS IS A SAMPLE TEXT
YOUR OWN TEXT HERE
YOUR TITLE
Write your text 0.00
Write your text 0.00
Write your text 0.00
YOUR TITLE
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