



IBM HR Summit

Be a part of the HR revolution.

BOSTON, MA | SEPTEMBER 6-8, 2016

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

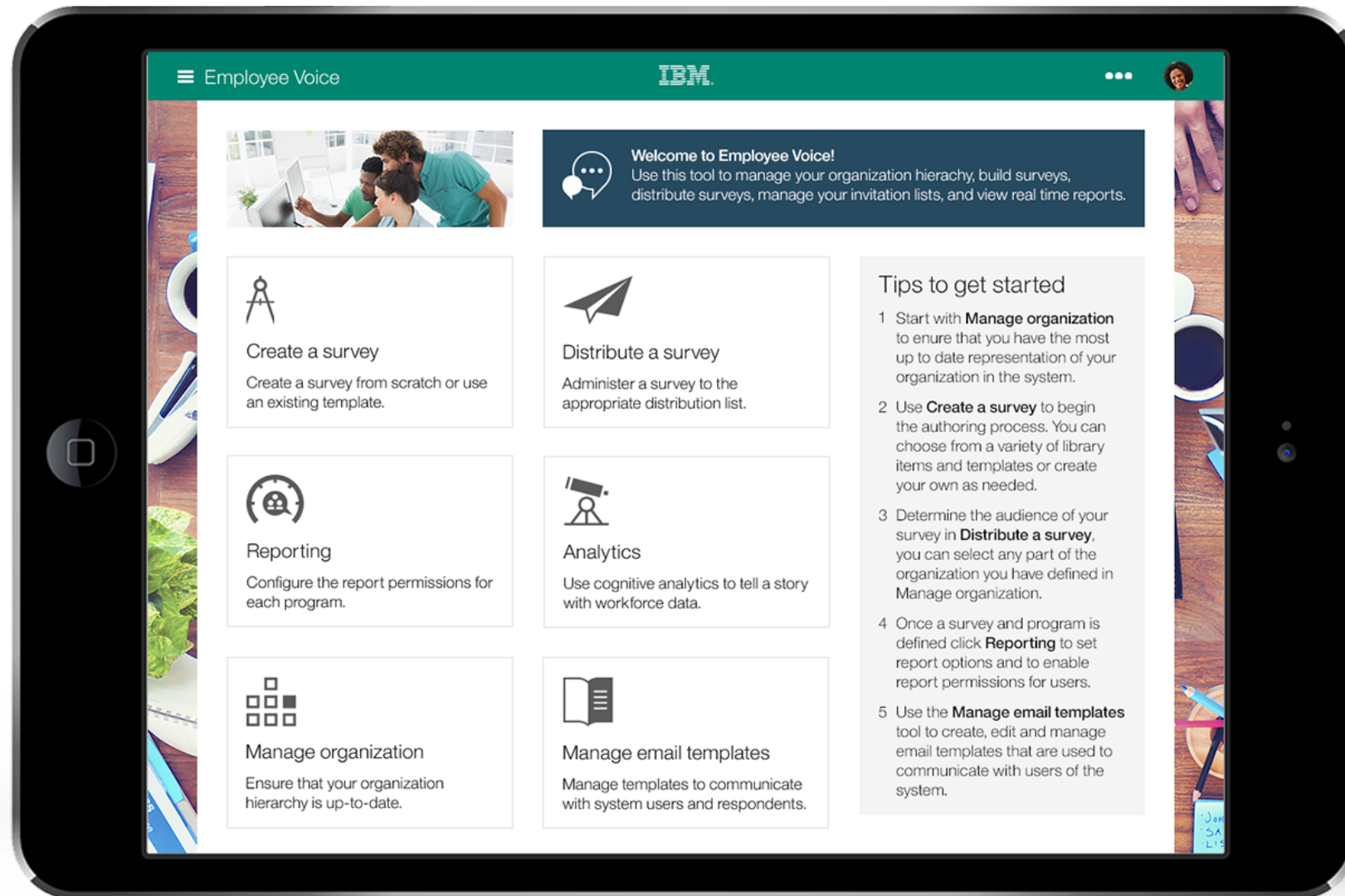


Mobile use among employees continues to rise



HR professionals shifting to a strategic advisor to the business

IBM Kenexa Employee Voice: Predictive and Cognitive

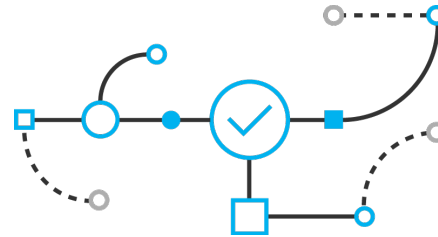


IBM Kenexa Talent Insights



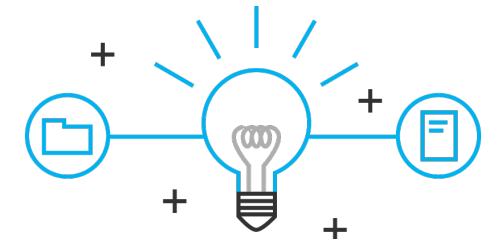
Understanding

- 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

The screenshot displays the Greenwell Talent Insights interface. At the top, there is a green header with the 'Greenwell' logo and a 'Talent Insights' menu. Below the header is a file upload banner with the text 'Drag your files into this banner area to add them.' and icons for file types: TXT, XLS, CSV, and ZIP. To the right of the banner are icons for '+ Data' and 'Content'. The main content area features a large heading 'What do you want to analyze?' and a search bar containing the query: 'For sales department show total new revenue by job ti'. To the left of the search bar is a globe icon. Below the search bar, there are six data cards arranged in a 2x3 grid. Each card displays a title, a file icon, a timestamp, and the user's name, Nicola Wallace. The cards are: 1. 'Insurance Talent Data' (CSV icon, 21 May 2015 12:17); 2. 'Greenwell Sales Data' (XLS icon, 21 May 2015 10:00); 3. 'Legal Recruiting UK Only WB' (Bar chart icon, 30 Apr 2015 10:03); 4. 'Brambles_Data' (CSV icon, 19 May 2015 11:18); 5. 'Brambles_Learning_Data + Brambles_Data' (Table icon, 19 May 2015 11:54); 6. 'Brambles_Learning_Data' (CSV icon, 19 May 2015 11:54). A vertical sidebar on the right contains several icons for navigation and actions.

Reasoning Provides Automated Starting Points

The screenshot displays the Greenwell Talent Insights interface. At the top, there is a search bar with the query "For sales department show total new re" and a search icon. To the right of the search bar are buttons for "Data" and "Content". Below the search bar is a "Top suggestions" section with several data sources listed, including "Insurance Talent Data", "Greenwell Talent Data.csv", "Greenwell Sales Data", "Legal Recruiting UK Only WB", "Legal Recruiting UK", and "Employee Survey Data".

The main area of the dashboard is filled with several data visualization suggestions, each with a title, a relevance level, and a small bar chart. The suggestions include:

- Very relevant:** "How do the values of **New Revenue** compare by **Job title**?" (Department: Sales). This suggestion includes a list of attributes: Employees, Age, Gender, Employee ID, Country, Job title, Department, and Division. It also mentions "Insurance Talent Data" with a date of 21 May 2015 12:17 and the name Nicola Wallace.
- Very relevant:** "What is the breakdown of **New Revenue** by **Job title**?" (Department: Sales). It mentions "Insurance Talent Data" with a date of 21 May 2015 12:17 and the name Nicola Wallace.
- Very relevant:** "How does the number of **Job title** compare by **Department**?" (Greenwell Talent Data.csv, 16 Apr 2015 11:50, Nicola Wallace).
- Very relevant:** "What is the breakdown of the number of **Job title** by **Department**?" (Greenwell Talent Data.csv).
- Very relevant:** "How do the values of **Sales** compare by **Job title**?" (Greenwell Sales Data).
- Very relevant:** "What is the breakdown of **Sales** by **Job title**?"
- Relevant:** "How do the values of **Fees Earned** compare by **Job title**?"
- Relevant:** "What is the breakdown of **Fees Earned** by **Job title**?"
- Somewhat relevant:** "Legal Recruiting UK Only WB".
- Somewhat relevant:** "How does the number of **Rows** compare by **Job Type**?"

Learning to Guide Predictive Analytics

The screenshot displays the IBM Talent Insights Predictive Analytics interface. At the top, a navigation bar includes 'Talent Insights', the IBM logo, and user controls. Below this is a breadcrumb trail: '< Back' and 'Predict Example'. A summary row contains several key metrics:

- TARGETS:** This workbook has 2 targets. (Edit)
- GOOD DATA QUALITY:** There are 19 issues with your data, click below to learn more. (69) (View)
- ANALYSIS DETAILS:** 49/51 inputs were potentially useful. (96)
- TOP FIELD ASSOCIATIONS:** 57 strong associations were found between fields. (View)
- Voluntary Attrition:** A model with strong predictive strength using 3 inputs was found. (View Export)
- Involuntary Attrition:** A model with strong predictive strength using 3 inputs was found. (View Export)

The main section is titled 'Top Predictors of Involuntary Attrition'. On the left, a legend indicates 'More Predictive' (Combination, Two Fields, One Field) and 'Easier to Understand'. A central circular diagram shows 'Involuntary Attrition' at the center with three colored dots (blue, yellow, grey) representing different predictors. To the right, a section titled 'What influences Involuntary Attrition?' contains three bar charts:

- Regrettable Attrition:** drives Involuntary Attrition (Predictive Strength: 96%). The bar chart shows a high count for 'Regrettable Attrition' (approx. 1500) and very low counts for other categories.
- Employee Status:** drives Involuntary Attrition (Predictive Strength: 96%). The bar chart shows a high count for 'Employee Status' (approx. 1500) and very low counts for other categories.
- Compa-Ratio:** drives Involuntary Attrition (Predictive Strength: 91%). The bar chart shows multiple bars with varying heights, with the highest being around 2000.

At the bottom, a navigation bar lists various filters: Involuntary Attrition, Voluntary Attrition, Age, Assessment Rank, Assessment Score, Attrition Risk, Attrition Risk Level, Average Compete..., Band (Job), Coaching Events..., Compa-Ratio, and Co. Below the navigation bar, there are links for 'Terms of Use | Privacy Policy | Limitation of Liability' and a copyright notice: '© Copyright IBM Corp. 2014, 2016'.

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”



Memorial Sloan Kettering
Cancer Center.



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.



Cognitive Next Best Actions







designed by  freepik.com





IBM HR Summit

#PowerUpHR

