Talent Insights

Data Playback

Overview

Starting on an HR analytics journey can be challenging in a number of ways.

> Where do I start?

> What data do I currently have and what data shall I use?

> I have seen some analytics products but not sure how they will really work for in our organization.

IBM loves bringing it's software to life for clients and one way IBM have seen this successfully done is through "Data Playbacks". This document details the way in which a Data Playback can work when aligned to the IBM Kenexa Talent Insights analytics application.

What is a Data Playback?

STEP 1

The client would highlight 1 or 2 HR challenges on their mind today. Client examples of these include:

> Why are my graduates leaving?

> Do we have an ageing workforce?

> Are we going to hit the organisation's targets on Diversity and Inclusion?

> How can we increase revenue per store?

> How can we reduce the total cost of our contingent workforce?

STEP 2

Once a question is selected, the client would review all the data points (i.e. performance ratings) related to this question. The client would then send a list of the data points and their aligned ratings (i.e. 1-5) to IBM. IBM then creates a file of dummy data but using the client's data point headings and ratings.

STEP 3

IBM creates a story aligned to gaining insight from the question/s using the dummy data that has been created. IBM walks through the story with the client until they are happy it is meaningful to them. IBM presents the whole system and story at the client's team / management meeting.

Benefits of a Data Playback?

There are a range of benefits to the client which include:

- Illustrates an art of the possible solution aligned to real client challenges

- Foundations of how analytics could answer other client challenges

- Uses client's terminology to create meaning

- Minimal client resource

- Rapid speed to insight for the client