

# Finally!! *cognitive* analytics in the of HR

powered by **IBM Talent insights**

**IBM Smarter Workforce** solution

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Smarter Workforce

# The World is Changing...

**Our work and personal lives have blurred**



*We expect all technology to deliver a consumer-like experience*

**It's an “always-on” world**



*We expect technology to deliver immediate access to everything*

**A Do-It-Yourself mentality now prevails**



*We expect to get answers to harder and harder questions, yet quickly, simply and on our own*

## And Analytics Needs to Keep Pace...



### **I don't understand**

38%: Lack of understanding how to use analytics to improve the business

### **I don't have the time**

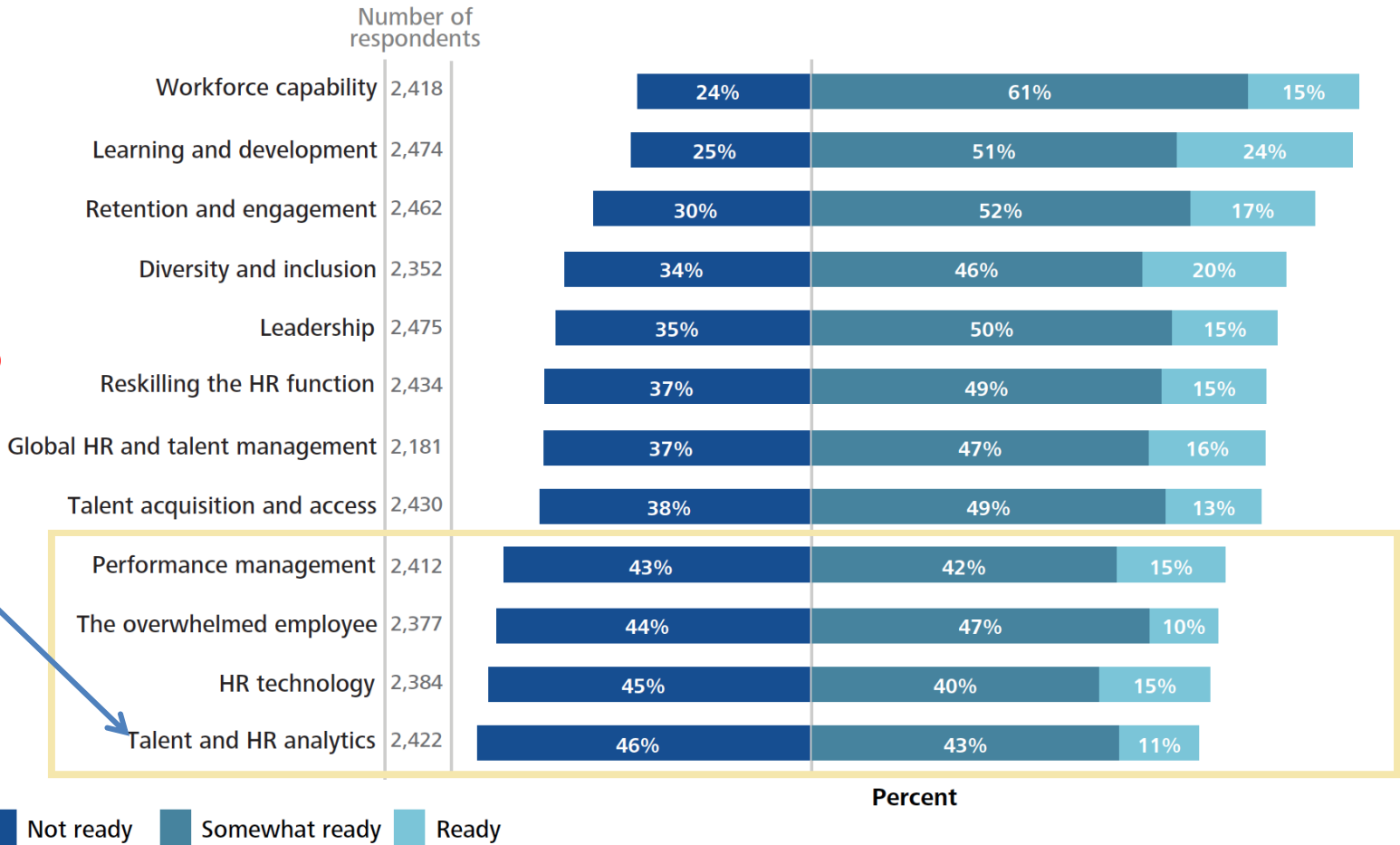
34%: Lack of bandwidth due to competing priorities

### **I don't have the skills**

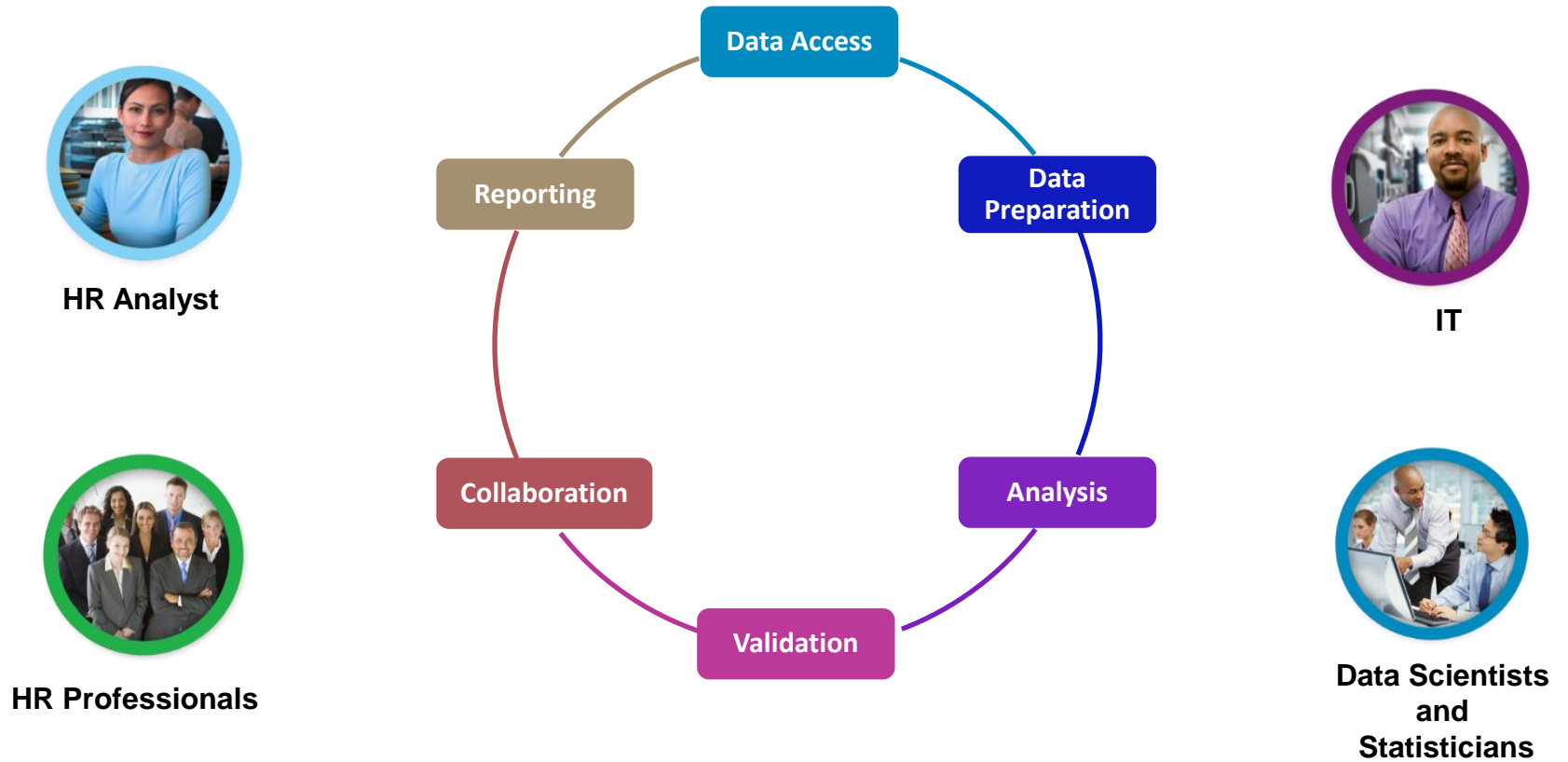
28%: Lack of skills internally in the line of business

## HR Leaders see analytics as their top priority, however...

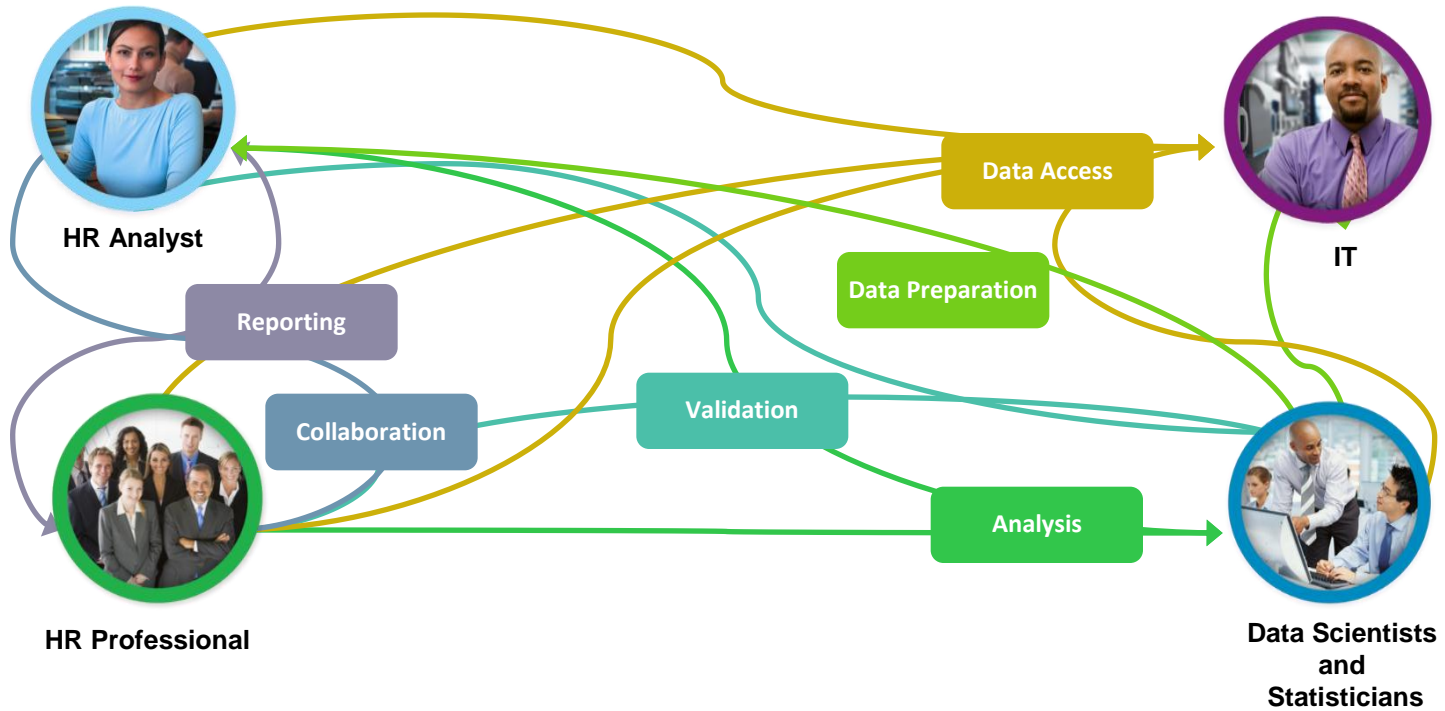
**Nearly 90% of respondents believe they are not fully ready to deliver on talent and HR analytics**



# Getting answers has typically involved multiple steps and people



# And it's rarely been a straight forward process



# Oftentimes, answers lead to more questions



HR Professional,  
Business Partners

**What's our retention profile?**



HR Analyst

**What is the trending attrition rate by location?**



**How long does it take to onboard new employees?**



**Who are the high risk employees by location?**



.....

# IBM Kenexa Talent Insights

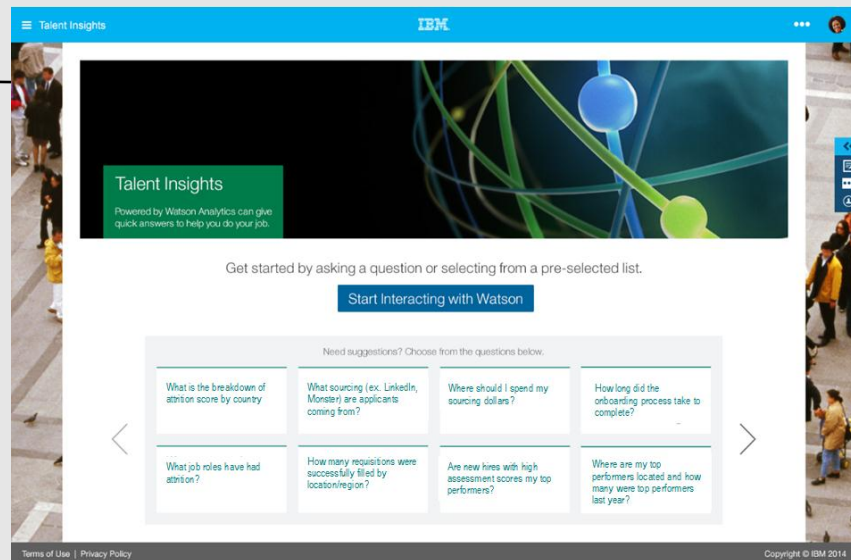
Powered by Watson Analytics

**Available as a new capability within IBM Kenexa Talent Suite**

- ❖ **Get answers to your workforce talent questions faster than ever before**
- ❖ **Analysis made easier and more accessible for HR professionals**

## Talent Data

Integrated information services provide data access and refinement to your Talent data



## Understands the Language of HR

Automated intelligence accelerates your ability to answer questions

## Tell a Story

Visualizations support your decisions and communicate results

## Think Ahead

Guided analytics reveals insights and opportunities within Talent Suite



**Understands the  
Language of HR**

## Automated intelligence accelerates your ability to answer questions

What do you want to know?

what are the assessment scores by country?



- **Simply type in what you would like to see**
- **Understands terms that are relevant to HR Professionals**
- **Interact with results to get to the heart of the matter**

Think Ahead

## Guided analytics reveals insights and opportunities within Talent data

- Predefined questions based on knowledge of your data give you a head start!
- Additional relationships automatically suggested as your data and questions are learned over time
- Deep analytic skills not required

What locations were my new hires hired to?

What is the average Competency Fit by Department?

Get started by asking a question or selecting from a pre-selected list.

Start interacting with Watson

Or need suggestions? Choose from the questions below.

What locations were my new hires hired to?	What is the average Competency Fit by Department?	How does employment duration compare to performance ratings?	What is my employees average performance rating?
What is the number of high risk employees by location?	What is the number of employees slotted for other positions?	What are my employees performance ratings by location?	What is the average merit increase by performance rating?
What sources are my employees coming from?	What is the average time to fill by location?	What is the time taken to approve a new requisition by hiring manager?	

Top Training Course by Assessment Score

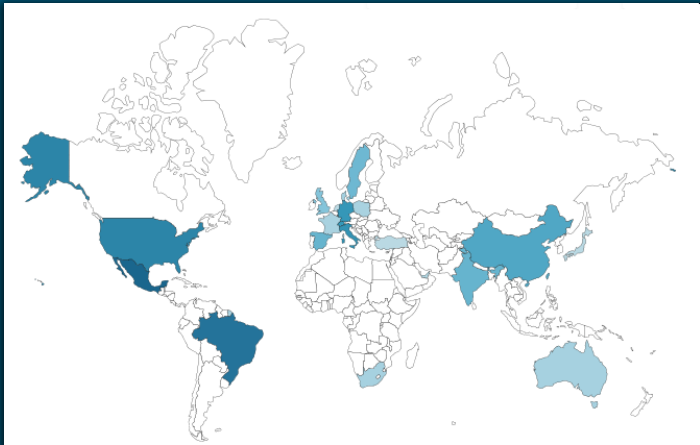
Hedge fund...	869.3
Equity inve...	783.3
Foreign Exc...	779.8

Sales by Country

Compare Day ( Hire date) by Sales

**Tell a Story**

## Visualizations support your decisions and communicate results



- **Automatically recommends visualizations that illustrate what's important and most effective**
- **Save visualizations to collaborate and communicate with other HR professionals and business partners**
- **Customize for further personalization**

# IBM Kenexa Talent Insights

- ❖ Get answers to your talent questions faster than ever before
- ❖ Analysis made easier and more accessible for HR Professionals
- ❖ Discover new patterns and insights from your Talent data

The screenshot displays the IBM Kenexa Talent Insights interface. At the top, there's a navigation bar with 'Talent Insights' and the IBM logo. Below this is a large banner with the text 'Talent Insights Powered by Watson Analytics can give quick answers to help you do your job.' and a button 'Start Interacting with Watson'. A grid of question suggestions is visible, including 'What is the breakdown of attrition score by country?' and 'What sourcing (ex. LinkedIn, Monster) are applicants coming from?'. On the right, a data visualization titled 'What is the breakdown of Headcount by JOB\_ROLE and ATTRITION?' is shown. This is a horizontal stacked bar chart with 'JOB\_ROLE' on the x-axis and 'ATTRITION' on the y-axis. The roles listed are ARCHITECTURE, DEVELOPMENT HEAD, HR, HR HEAD, MANAGER, QUALITY ASSURANCE, SALES, SALES HEAD, SOFTWARE DEVELOPER, and TEAM LEAD. The chart shows varying levels of attrition for each role. To the right of the chart are controls for 'Attributes', 'Hierarchy', 'Size by', 'Heat by', 'Rows', and 'Local Filter'. Below the chart is a table with columns: EMPLOYEE\_ID, AGE, Gender, Over 18, Age when hired, GENDER, Standard Hours, Monthly Rate, Daily Rate, and Hourly Rate. The bottom of the interface includes 'Terms of Use | Privacy Policy' and 'Copyright © IBM 2014'.



## Links

Youtube playlist on IBM Talent Insights

<https://www.youtube.com/playlist?list=PLueCi9BbJwuCOP89YSNnSQpZtnVb5-PMT>



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