Finally!! *cognitive* analytics in the of HR

*powered by **IBM Talent insights***

IBM Smarter Workforce *solution*

Sudhir Rao

IBM

SudhirRao@in.ibm.com

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

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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

Source: Analytics: The New Path to Value, a joint MIT Sloan Management Review and IBM Institute for Business Value study.
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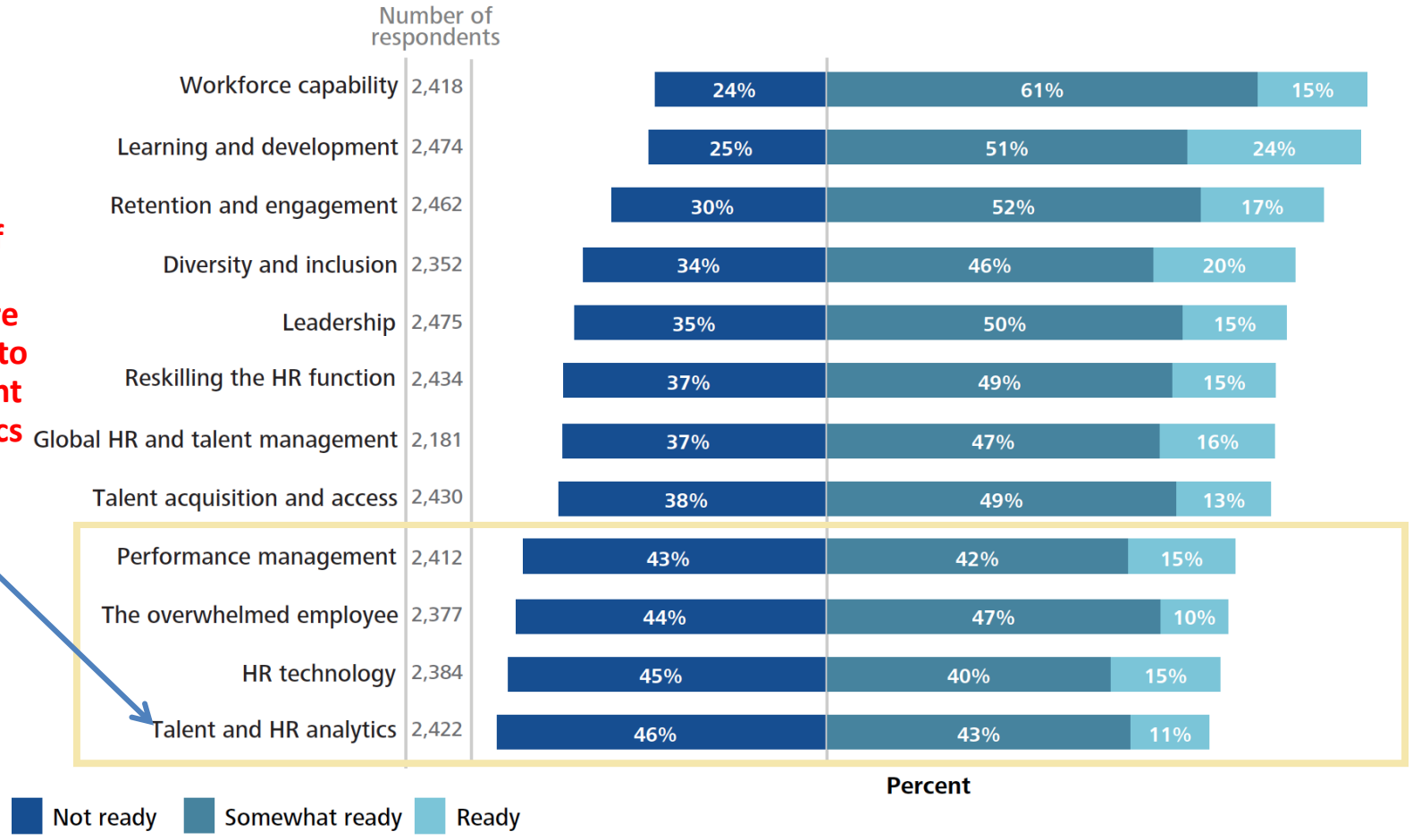
HR Leaders see analytics as their top priority, however…

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



Deloitte Bersin HCM Study 2014

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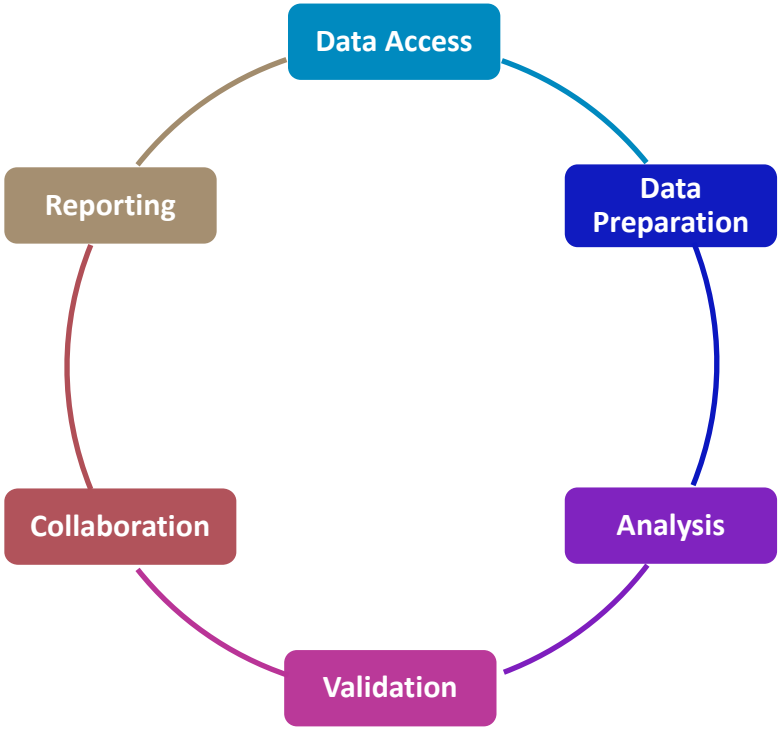
Getting answers has typically involved multiple steps and people

HR Analyst

HR Professionals



IT

Data Scientists and Statisticians

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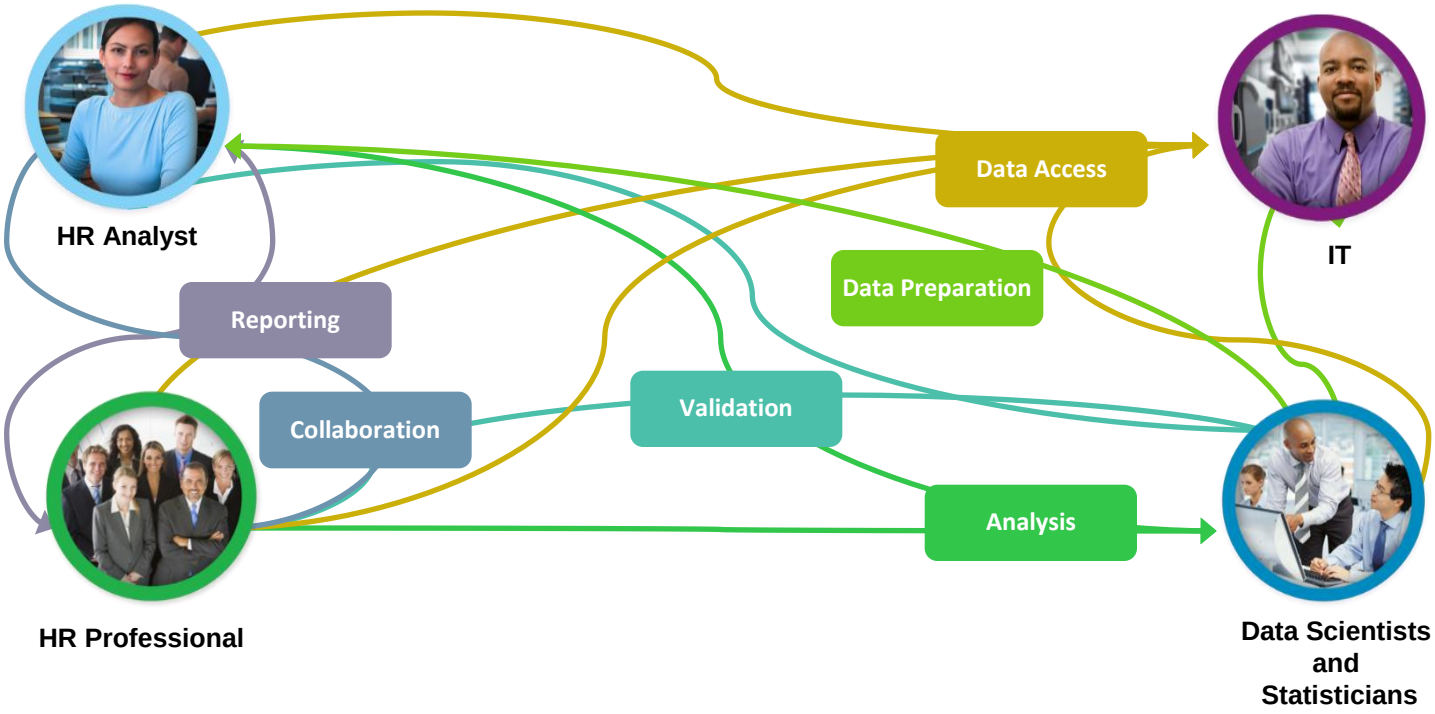
And it's rarely been a straight forward process



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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?

…..

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IBM Kenexa Talent Insights

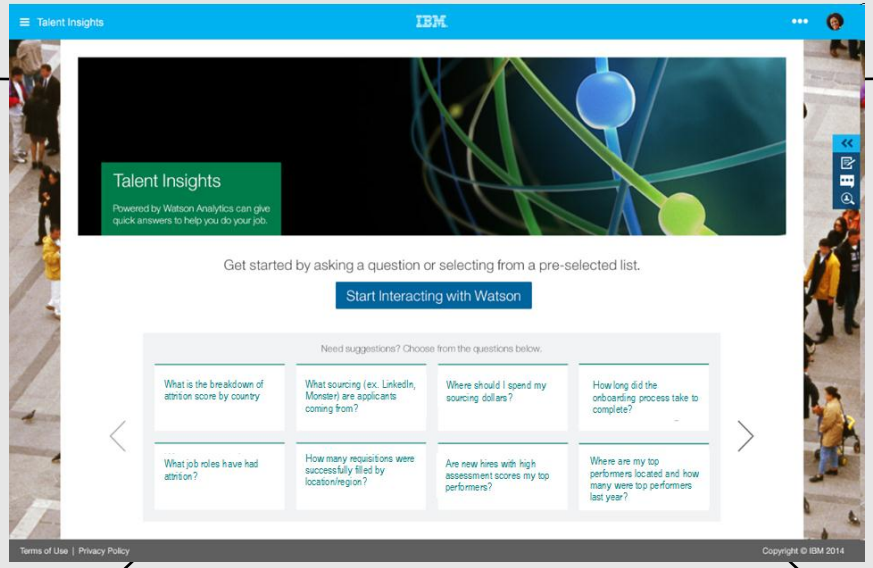
Powered by Watson Analytics

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

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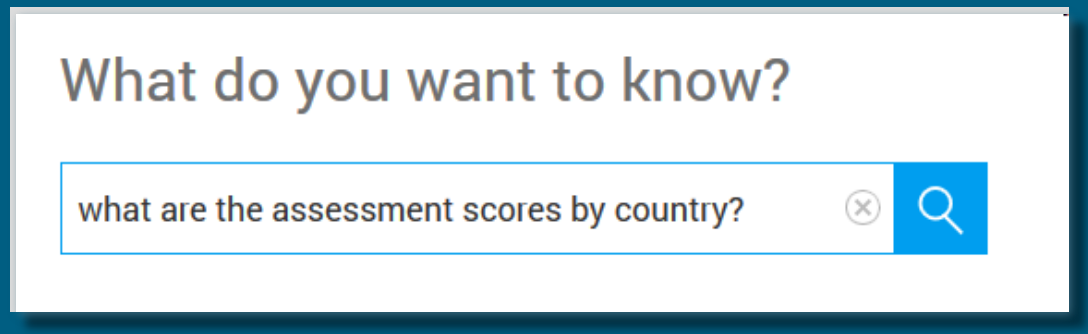

- **Simply type in what you would like to see**
- **Understands terms that are relevant to HR Professionals**
- **Interact with results to get to the heart of the matter**

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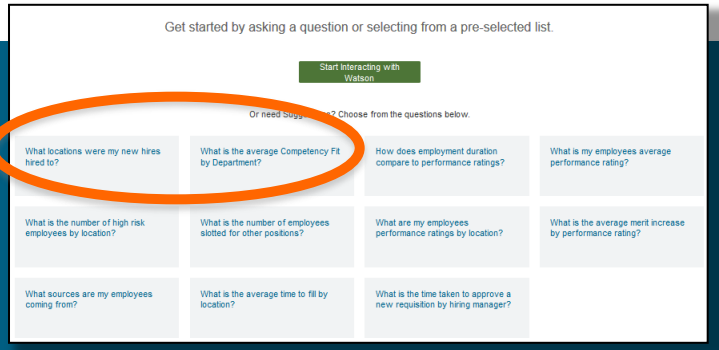
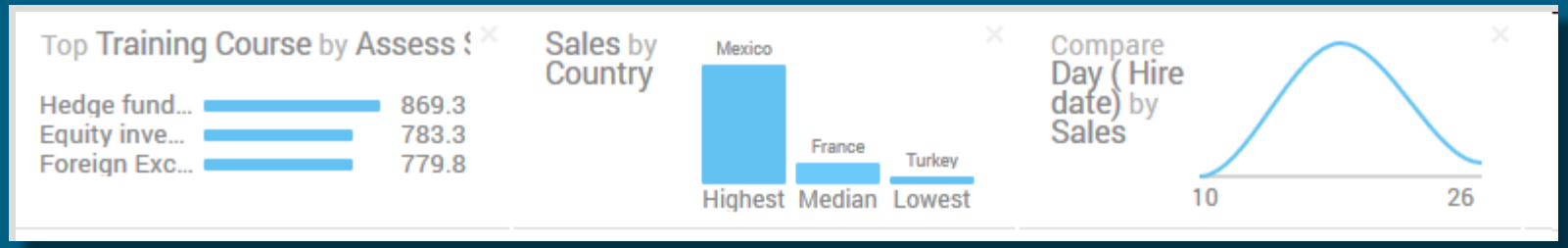
Think Ahead

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**





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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**

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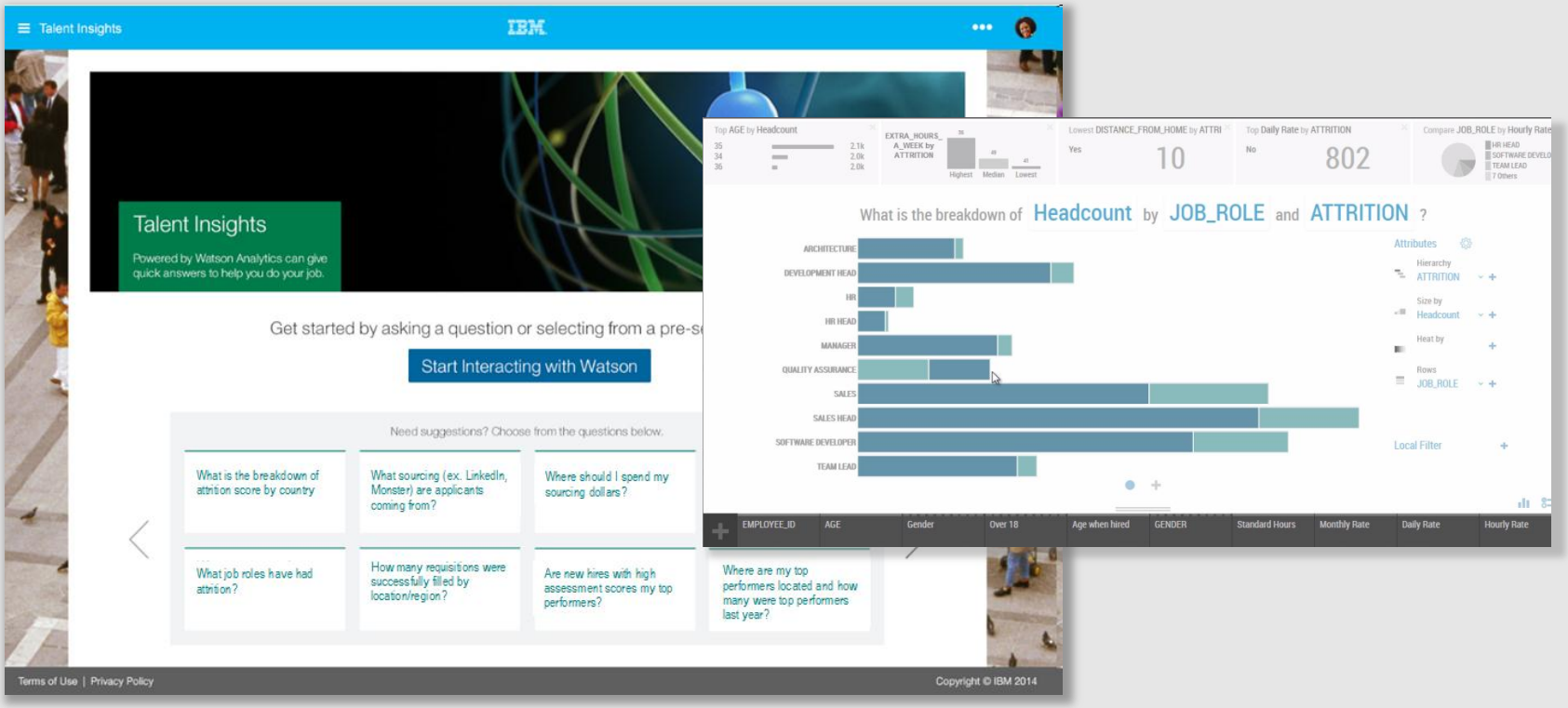
IBM Kenexa Talent Insights

- **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**



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Talent Insights – words that define it

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Links

Youtube playlist on IBM Talent Insights

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

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