

FAST RESEARCH: HR ANALYTICS – THE ASIA PERSPECTIVE

SPEAKER

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Research Advisor

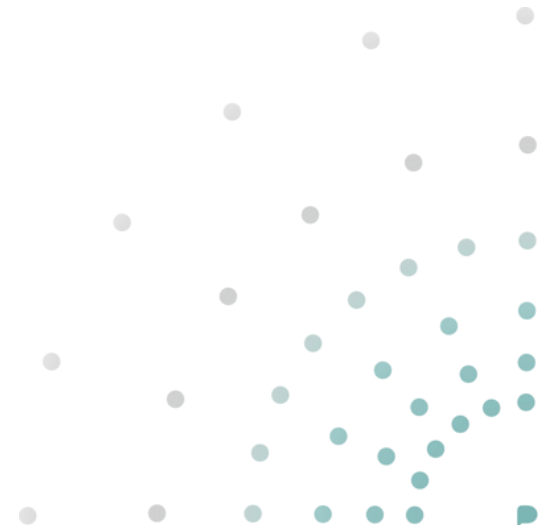
Human Capital Metrics and Standards

CIPD

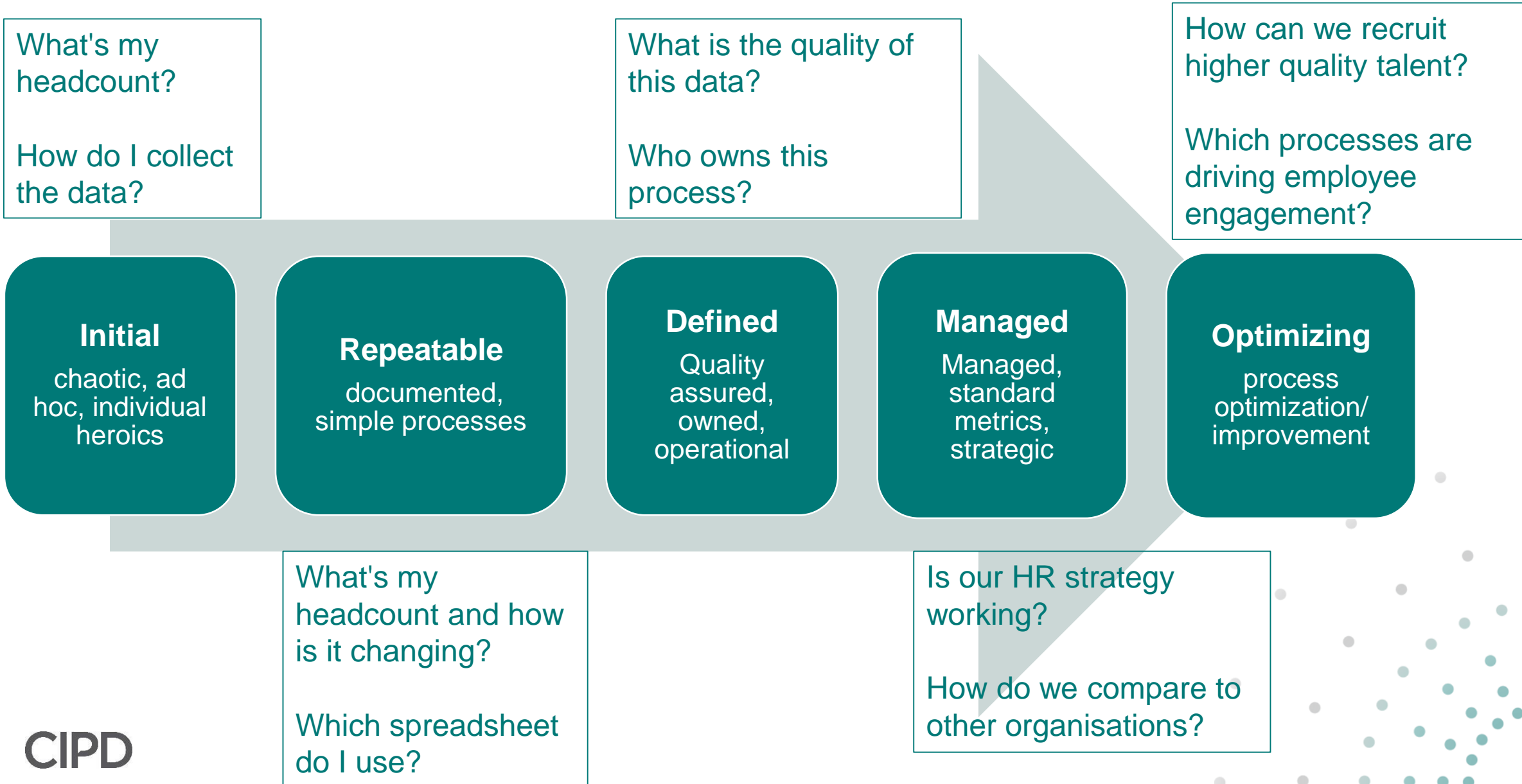
#SHCS2015

Questions facing HR analytics

- Is HR analytics here to stay as a core discipline?
 - Distinct or part of others?
 - When will it form BAU?
- When do analytics activities start in HR?
 - 3 years maturity?
 - 250+ headcount?
 - When someone asks a question?
- Why do organisations choose to invest in capability?
 - Function?
 - Strategy?
 - Competitive advantage?



HR analytics maturity scale



What does our research say?

'I think that person [should] not just have the technical skills but needs to know the business. E.g. the global trends and can come up with an innovative way to teach us on how we can do things, respond to a business faster and if there are any other channels.'

HR professional, PSF

Defined & Managed

'We're standardising, we've identified certain measures that have to be standardised regardless of how you operate across the globe. Things like financial goals and engagement scores. In terms of processes and how they do things and what they need to do, we can't be too strict because each market has different demands and different ways of doing business. We have to give them the flexibility otherwise they won't be a profitable business.'

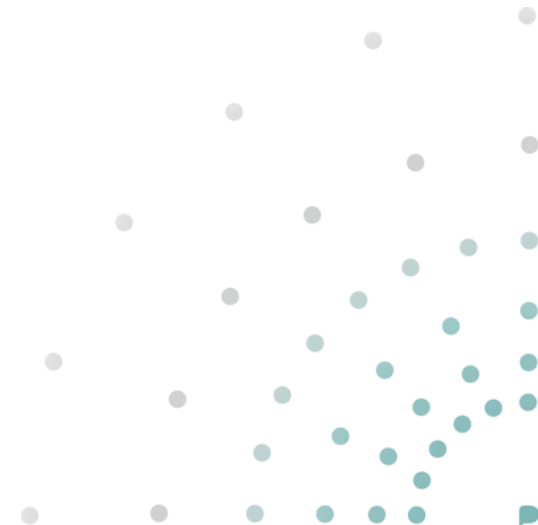
Harrison Yang, Experian

Managed



What next?

- Build on the model and populate:
 1. Recruit organisations
 2. Test out measurement framework
 3. Map on to the model
 4. Create report and guidance
 5. Demonstrate how organisations can invest and improve



Thank you for listening



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