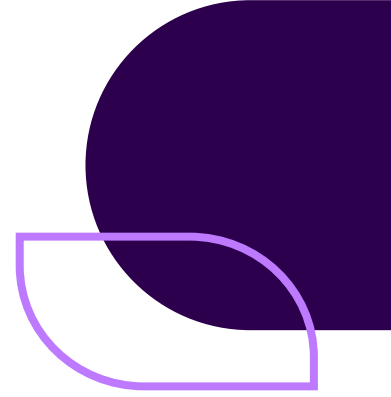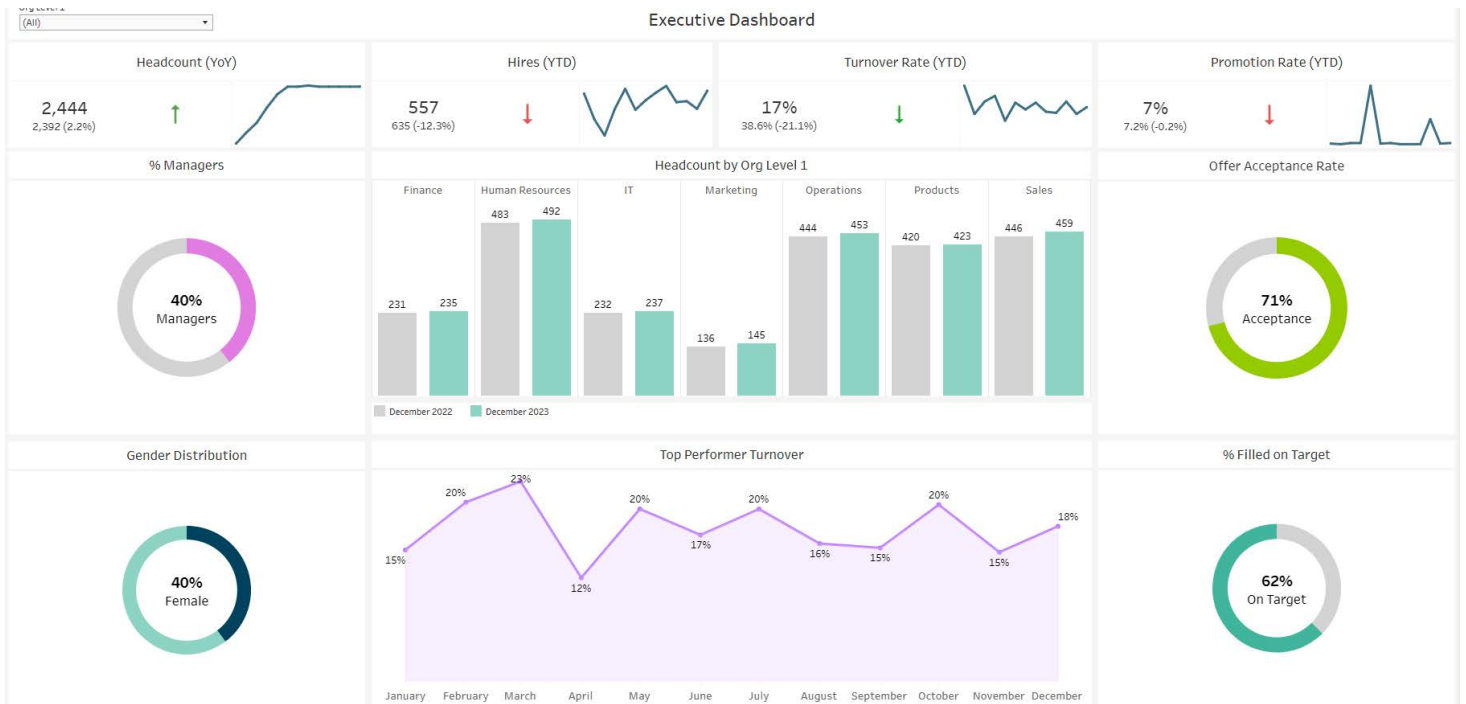![HireRoad]

HireRoad People Analytics

Top 5 Dashboards

Monthly Summary Dashboard

The Monthly Summary Dashboard provides HR leaders and company executives visibility into key HR metrics.

This dashboard answers two key questions;
- Is our HR strategy meeting our overall business goals?
- How are our people programs performing in order to meet these goals?

The intent here is to provide a quick snapshot of the metrics that HR leaders can use for discussions with other company leaders. This is a great dashboard for weekly team or monthly executive meetings.

Many companies struggle with getting this type of information unified and visualized in one place and at-a-glance. The good news is that the HireRoad People Analytics platform is fed from a variety of systems. This results in a summary dashboard that provides HR and executives with all the key metrics and actionable analytics necessary to make data-driven decisions.

Executive Scorecard

Headcount & Compensation

	Month	Prior Month	MoM Variance	Prior Year	YoY Variance
Headcount	1,594	1,572	▲ 22	1,365	▲ 229
Compa Ratio	1.02	1.00	▲ 0.02	0.98	▲ 0.04

Current Headcount
1594

On Target Fills
80%

Top Performer Progression
20%

Turnover
18%

Cost of Turnover
$8.5M

Top Performer Turnover
14%

Talent Acquisition

	Month	Prior..	MoM..	YTD	Prior..	YoY..
Hires	27	37	▼ -10	170	159	▲ 11
Quality of Hire	85%	82%	▲ 3%	87%	80%	▲ 7%
Offer Acceptance	97%	95%	▲ 2%	96%	94%	▲ 2%

Development

	Month	Prior Month	MoM Variance	YTD	Prior YTD	YoY Variance
Movement Rate	8%	9%	▼ -1%	8%	12%	▼ -4%
Top Performe..	15%	11%	▲ 4%	20%	18%	▲ 2%
Mgr Dev Completion	14%	10%	▲ 4%	22%	20%	▲ 2%

Turnover

	Month	Prior Month	MoM Variance	YTD	Prior YTD	YoY Variance
Turnover Rate	21%	27%	▼ -6%	18%	22%	▼ -4%
1st Year Turnover	19%	10%	▲ 9%	17%	12%	▲ 5%
Top Performer	7%	10%	▼ -3%	14%	12%	▲ 2%

The Executive Scorecard is similar to the Monthly Summary Dashboard, but more granular and tabular in nature. In fact, it works better for left-brained executives as it provides an at-a-glance snapshot of an organization from a people perspective and provides HR leaders with more point-in-time numbers.

This is beneficial when companies are looking for data, progress, and status towards meeting specific goals. For example, if your first-year turnover is an area of concern, this scorecard can be used to track investments like retention programs, employee surveys, and training sessions to monitor if these investments are making a difference.

Because companies are putting major investments towards people programs, HR leaders need to understand the tangible results they are driving.

In the past, HR leaders would bring a spreadsheet from different systems and sources to discuss key metrics. This was time-consuming and often difficult to gather. Now, with the help of HireRoad's People Analytics platform, an HR leader can bring all of their data together in one system to easily build Executive Scorecards and highlight key metrics.

At the end of the day, the most important metrics are the ones that are going to allow you visibility into what is and isn't working.

③ Diversity Dashboard

It's taken a long time, but Diversity, Equity, and Inclusion are finally becoming more of a focus for organizations.

Many companies improved their DEI tracking last year, but as we look forward, organizations are starting to look for even more visibility and insight. They are also looking at their people programs more proactively and strategically through a DEI lens.

The Diversity Dashboard is a great place to get started with tracking DEI efforts. It provides leaders with an overview of the current status of the organization (drillable into any segment or cohort you can imagine) and the progress of their DEI programs and initiatives. HR and senior leaders are using this dashboard as both a catalyst and gauge for progression and change.
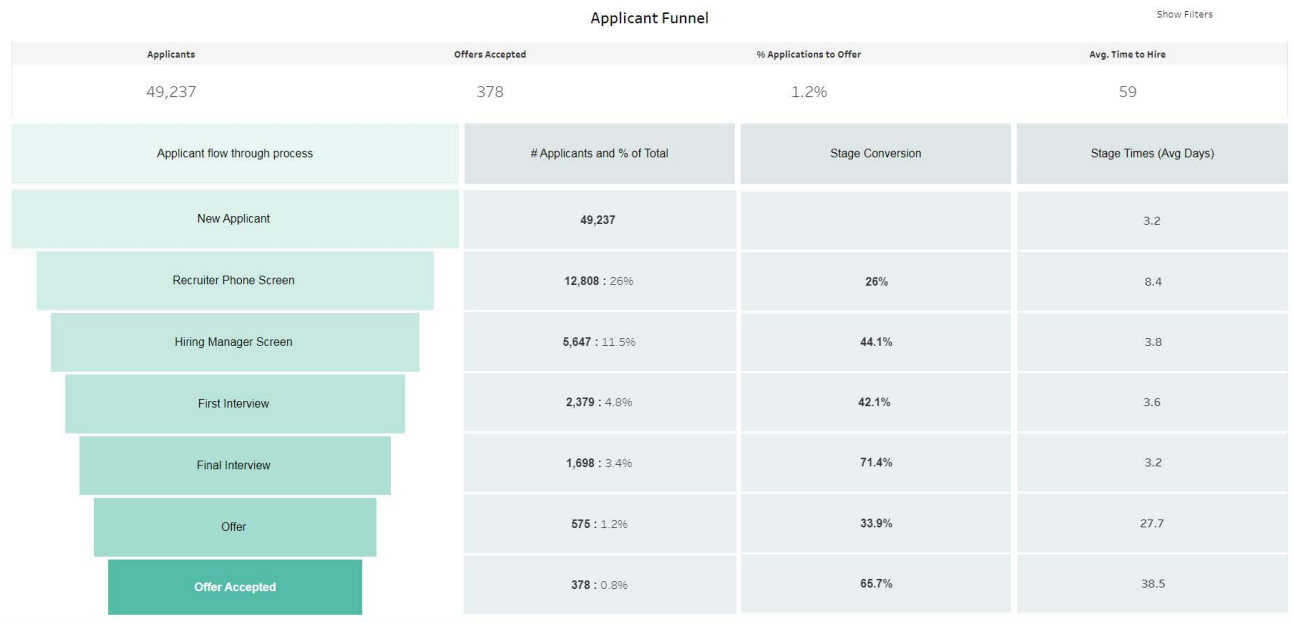
The diversity dashboard can answer questions such as:
- Are we attracting and hiring diverse talent?
- Are our compensation and promotion practices equitable?
- Are we developing and providing opportunities equitably?
- Are we retaining our underrepresented talent?
- Are we prepared for the future of diverse talent? (Succession Planning)
- Are we building an inclusive culture? How effective are we at this? Who benefits?

Actionable diversity analytics involves dashboards that combine data from different sources and systems. The diversity dashboard is a starting point for HR leaders to understand where they are today and where they'd like to be.

4 Candidate Pipeline Dashboard

Applicant Funnel   Show Filters

Applicants	Offers Accepted	% Applications to Offer	Avg. Time to Hire
49,237	378	1.2%	59

Applicant flow through process	# Applicants and % of Total	Stage Conversion	Stage Times (Avg Days)
New Applicant	49,237		3.2
Recruiter Phone Screen	12,808 : 26%	26%	8.4
Hiring Manager Screen	5,647 : 11.5%	44.1%	3.8
First Interview	2,379 : 4.8%	42.1%	3.6
Final Interview	1,698 : 3.4%	71.4%	3.2
Offer	575 : 1.2%	33.9%	27.7
Offer Accepted	378 : 0.8%	65.7%	38.5

It can be a challenge to consistently and predictably attract, qualify and hire high-quality candidates as quickly and efficiently as your business requires. The good news is that candidate pipeline analytics will help you get there.

A deep look at candidate data can give visibility into what's working or not working with your hiring process and pinpoint where you need to focus to successfully progress quality applicants to close.

At the core of Candidate Analytics, there are two key metrics: volume and conversion rates. Knowing your volume and conversion rates from initial candidate identification to offer accepted can provide insight into:

Attracting high-quality candidates: Analyzing the volume and conversion rates of the number of candidates that have progressed to each hiring stage lets you know if you are attracting enough high-quality candidates.

Identifying pain points in your process: Analyzing volume and conversion rates between each of the stages will let you know where there are bottlenecks and where candidates are dropping off.

With data-driven insights into Candidate Pipeline, HR leaders can be armed with evidence and actions to address the challenges in the recruiting process. Analytics support and help facilitate the conversations with the business - with hiring managers on the candidate criteria, and with executives on needed investment to support your talent acquisition strategy.

Candidate Pipeline Analytics focus talent acquisition strategies where they matter, evolve recruiting processes, and help communicate KPI's with the business.

Turnover Treemap

Turnover Treemap
2019
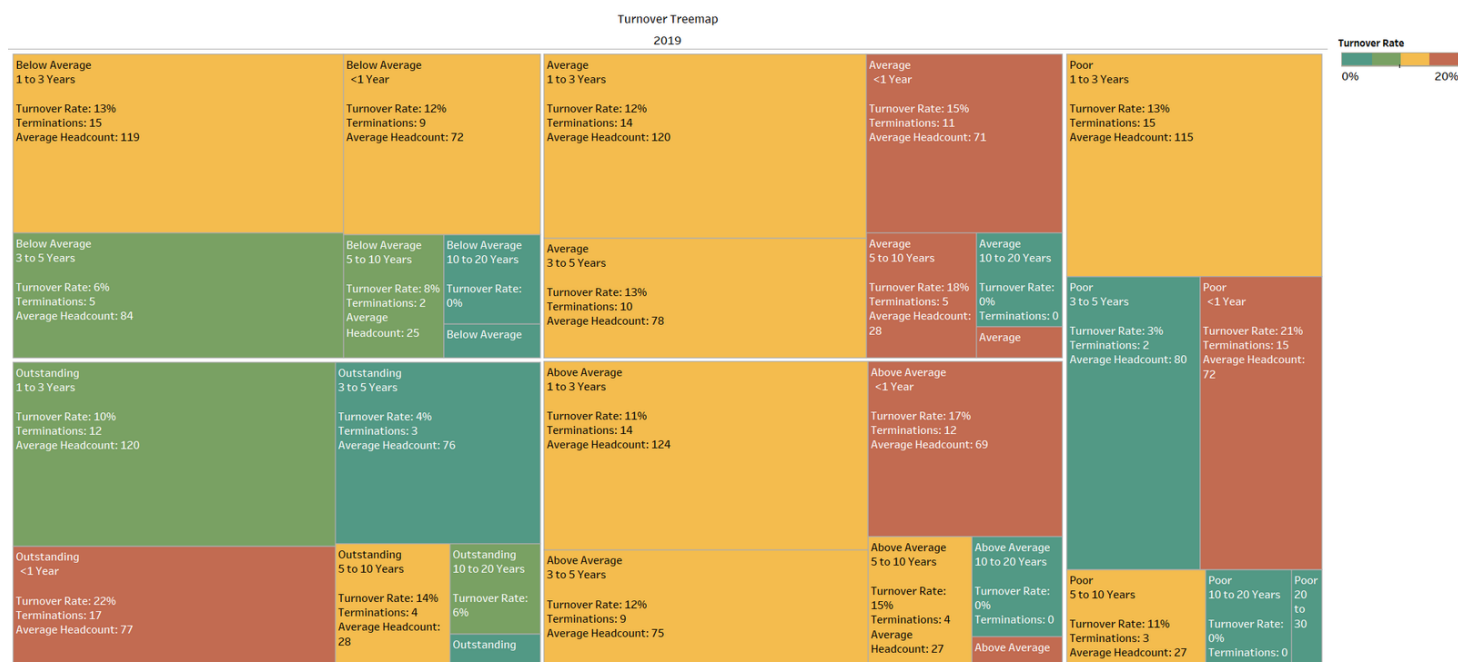
The Turnover Treemap helps HR teams quickly identify turnover hotspots and allows them to drill into any permutation of turnover you desire

This allows HR to rapidly find issue areas (hotspots), immediately quantify the relative size of the issue, and build a focused strategy to combat the problem area.

HR analysts or managers will be able to analyze and assess what's happening, then provide recommendations—creating deeper conversations and highly targeted, actionable insight.

The Turnover Treemap allows HR leaders to find any key issues from different population groups. In the treemap, there are two factors, the size of the box representing the size of the population group and the color determined by turnover rate (red = high rate). With this, it shows HR what areas they should focus on when it comes to improving turnover rates. For example, it's best to focus on the bigger boxes with higher rates because it creates a higher impact on the turnover rate.

The Turnover Treemap helps HR leaders build a strategy and determine where to focus on first.

Come learn more about our HR analytics platform.

See the people analytics platform built to integrate all your disparate HR and talent data.

Learn more about our people analytics here