



**HRIGNITE**

Elevate  
your people.

# Elevating Decisions: Leveraging Data for a Thriving Workforce.



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# Part 1: The Challenge



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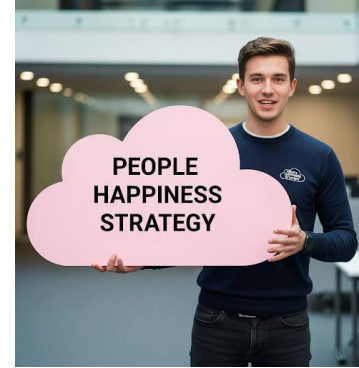
# A Familiar Story

How do we bridge the  
gap?



 **HR View**

'HR is about people  
not numbers.'

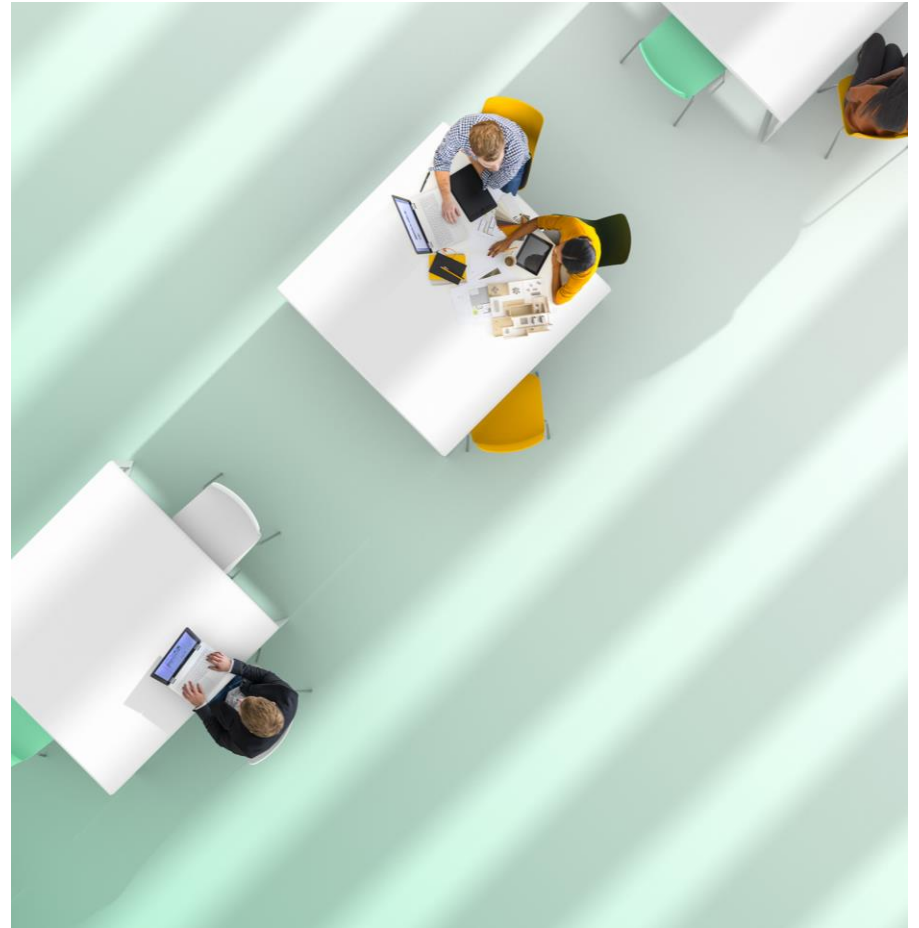


 **Business  
View**

'HR's impact is  
misaligned.'

# Modern HR: Is a New Title Enough?

- The **Evolution**: “Seat at the Table” --> Human Resources to People Operations.
- The **Risk**: Rebranding HR at the expense of performance.
- The **Opportunity**: Meaningful transformation is required, beyond the title change.



Data as the  
antidote.

## Data as The Universal Language of Business

- Elevates HR from admin → strategic partner
- Aligns with the language used in Finance, Commercial, Operations and other highly data driven functions.

## Key Questions We Can Answer

- How are our people performing?
- What impact does this have on the business?

## Data is a reflection of a story

- It's the **story our people are telling us**
- Using that story well leads to better decisions for people & business

# Choosing What Matters Most



## Talent Acquisition & Recruitment

- Time to Fill
- Time to Hire
- Cost per Hire
- Quality of Hire
- Source of Hire
- Offer Acceptance Rate
- Candidate Experience Score
- Application Completion Rate
- Interview-to-Offer Ratio
- Diversity of Candidates
- Rehire Rate
- Recruitment Funnel Conversion Rates (applied → screened → interviewed → hired)
- Interview to Hire Ratio

## Employee Engagement & Experience

- Employee Net Promoter Score (eNPS)
- Employee Engagement Score
- Job Satisfaction Score
- Recognition Frequency
- Leadership Trust Score
- Employee Wellness Score
- Manager Effectiveness Score
- Psychological Safety Index
- Internal Mobility Rate
- Absenteeism Rate
- Burnout Risk Index

## Onboarding & New Hire Success

- New Hire Turnover
- Time to Productivity (Onboarding Time)
- Onboarding Satisfaction
- oNPS (Onboarding Net Promoter Score)
- Training Completion Rate
- Manager Satisfaction with New Hires

## Performance, Productivity, L&D

- Goal Achievement Rate (OKRs/KPIs)
- Performance Rating Distribution
- Revenue per Employee
- Employee Return on Investment
- Training Effectiveness Score
- Training Participation Rate
- Training Hours per Employee
- Skills Gap Analysis
- Career Progression Rate

## Diversity, Equity & Inclusion (DEI)

- Workforce Demographics
- Pay Equity Ratio
- Diversity Hiring Rate
- Promotion Equity Rate
- Inclusion Score
- Leadership Diversity

## Retention & Turnover

- Overall Turnover Rate
- Voluntary vs. Involuntary Turnover
- Retention Rate (year-over-year)
- Average Employee Tenure
- Flight Risk Prediction Score
- Exit Interview Themes
- Critical Talent Retention
- High Performer Retention Rate
- Low Performer Turnover Rate

## Workforce Planning & Compensation

- Headcount Data
- Full-Time vs. Part-Time Ratio
- Contractor vs. Employee Ratio
- Workforce Cost as % of Revenue
- Workforce Forecast Accuracy
- Average Salary per Employee
- Benefits Participation Rate
- Overtime Hours/Costs
- Rewards Satisfaction Score
- Compensation Competitiveness
- Pay Equity Gap

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# Part 2: Practical Framework



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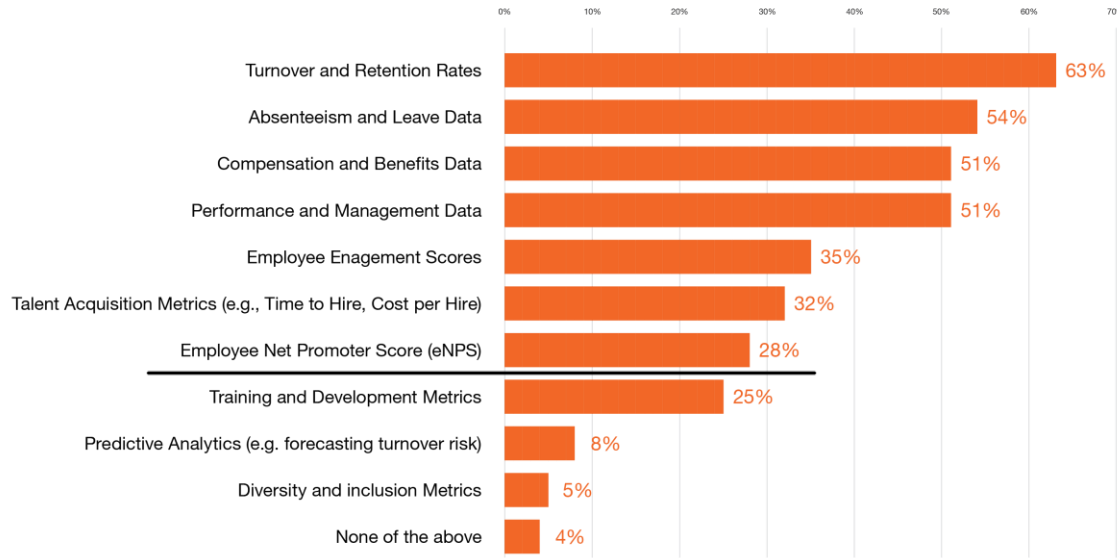
# HR Analytics Maturity Model



Data comes alive when it's connected to our people's stories, turning numbers into meaningful insights and solutions.



## Which types of HR data do you mostly use for decision-making and reporting?



**65%** of Organizations are not maximizing HR Data for Strategic Decisions.

# eNPS

Employee Net Promoter Score



On a scale of 0–10, how likely are you to recommend our company as a great place to work?



## Detractors 0-6

‘We are unhappy and don’t like working for this company. We will leave at the first opportunity.’



## Passives 7- 8

‘We’re ok but if a better opportunity comes along I’ll consider it.’

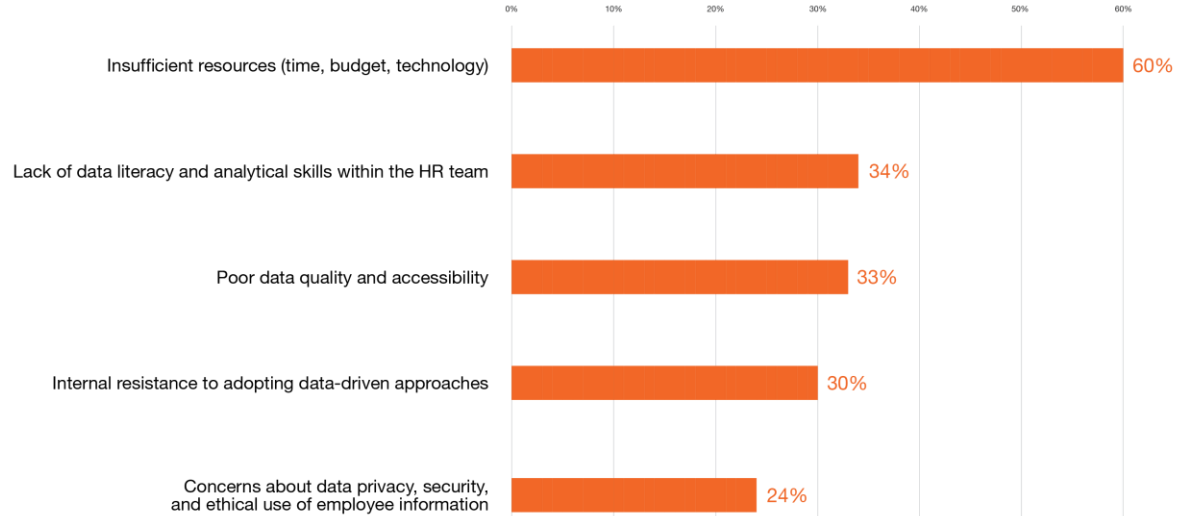


## Promoters 9-10

‘We **Love** working here, we’re happy, feel heard and empowered.’



## What are the biggest challenges your HR department currently faces when trying to utilise HR data effectively?



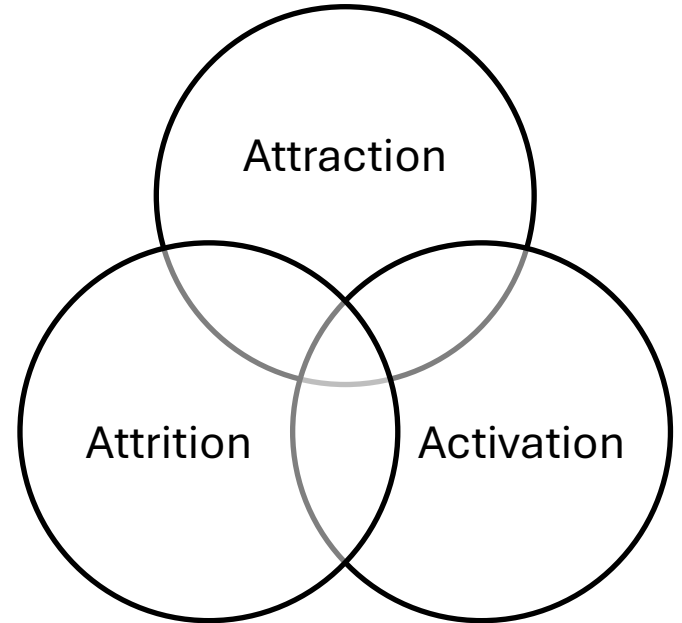
# Think of Data as your Strategic Compass:

- 1) **Reporting & Tracking:** Tracking trends, progress, and workforce health
- 2) **Solving problems:** Diagnose and guide decision making.

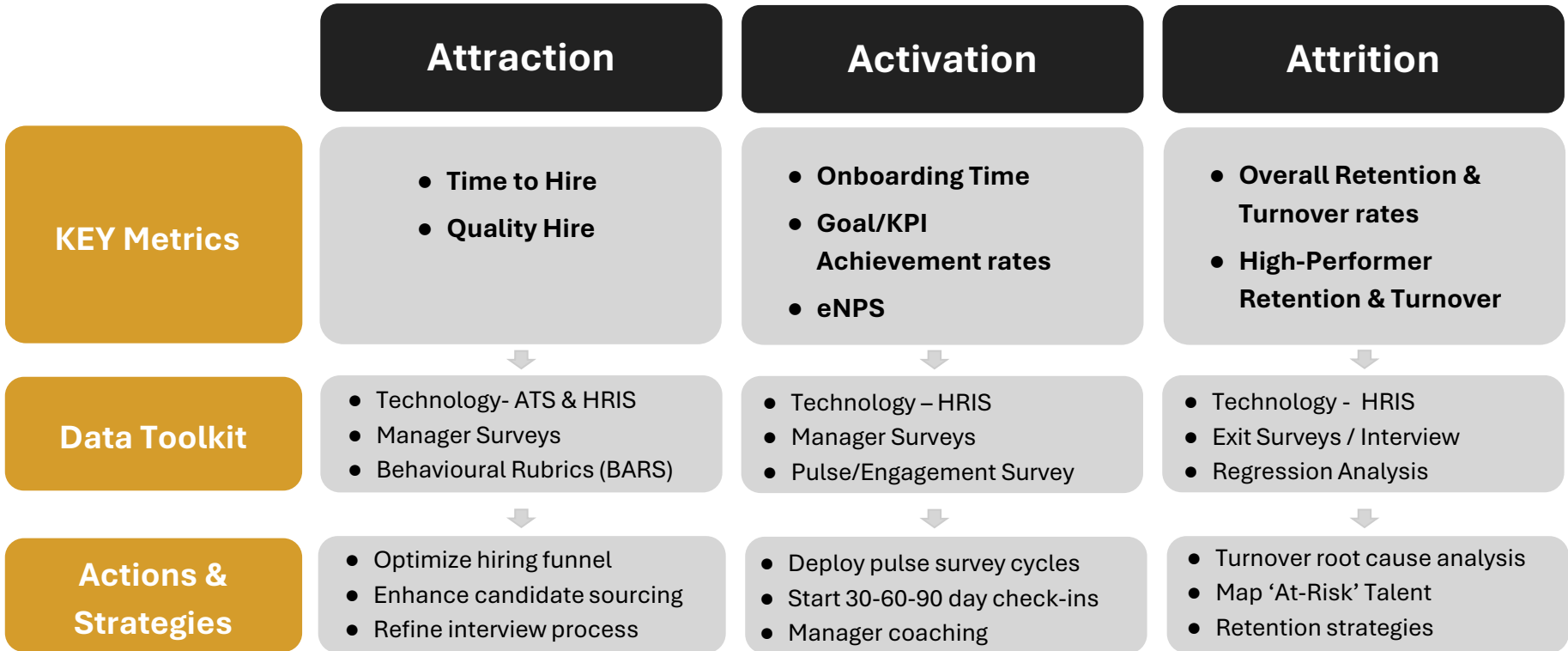


# Triple-A Framework

- **Attraction** - Measures ability to attract the best talent.  
→ How we connect with our future employees.
- **Activation** – Measures if our people are productive.  
→ Shows whether our culture allows people to thrive.
- **Attrition** – Measures ability to retain the best talent.  
→ Shows if our people feel valued to stay.



# The 7 Key Signs for a Thriving Organisation



# Is Your Data Lying to You?

## Unpopular opinion

- Notice: no mention of performance review data.

## Reliance on Bad Data

- Question data that offer little to no value for business or people.

**6%**

Of organisations using performance data to do great things.

**61%**

Of Review Data is **Unreliable.**

**72%**

Of Employees don't trust the performance Management Process.

## A 5-Step Process for Strategic Impact.

**Frame the Business Problem or Risk**

Translate the HR early warning signs into a business problem. Identify the issue or the risk.

**Start with the Data**

Analyze quantitative metrics (e.g. eNPS, turnover) to understand the "what."

**Add the Human Context**

Go beyond the numbers with qualitative insights to find the human story & enhance effectiveness with 1-1s / Focus Groups.

**Recommend a Targeted Action**

Recommend a specific, evidence-based solution that addresses the root cause.

**Measure the Impact**

Track the original metrics to evaluate the effectiveness of your actions and demonstrate ROI.

# Part 3: Strategic Application



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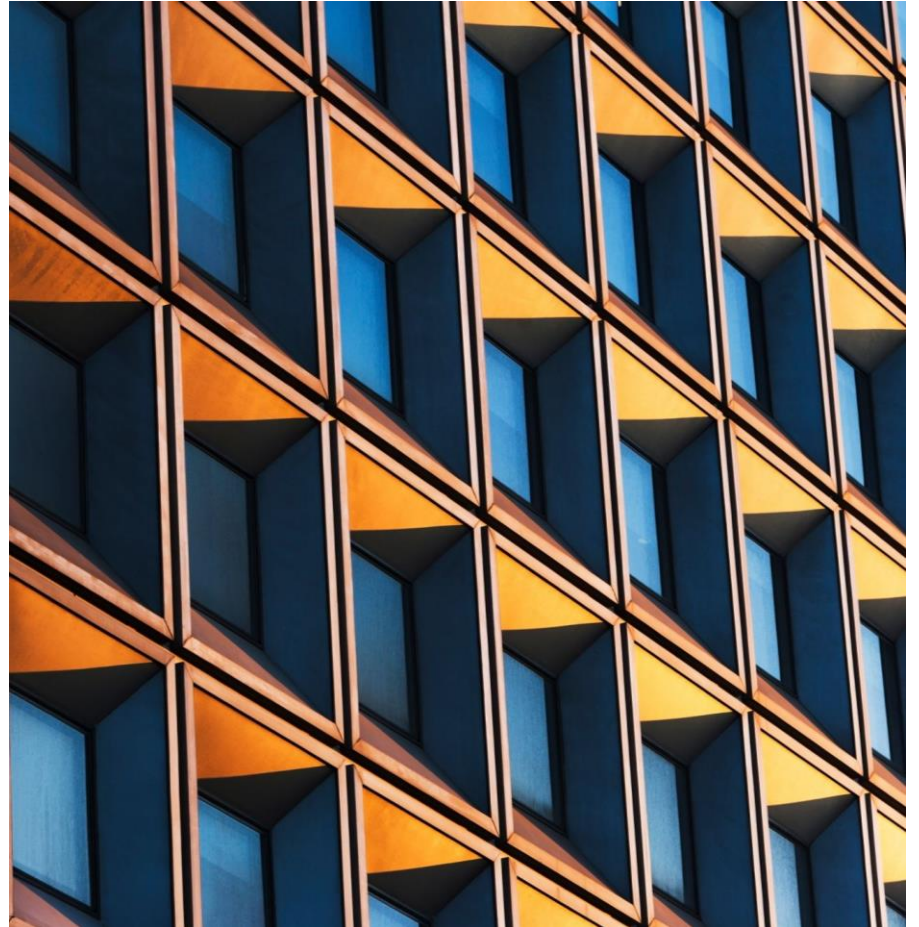
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# The Golden Rule

HR Data Doesn't Live in Isolation

**Goal:** Connect HR metrics to business outcomes.

Thriving Workforce → Operational Excellence  
→ Customer Loyalty → Business Success



# Case Study – B2B Gaming Company

## Frame the Business Problem or Risk

### Business Development Department – 12 people.

A spike in senior BD people leaving the company. Within 6 months at the end of 2024 the team lost half of the senior people

Employee Turnover

**8% -> 23% -> 47%**

**Risk:** The remaining BD leaving heavily impacting the revenue of company.

## Start with the Data

2023 to 2025 (Q1)

eNPS

**100 -> 71 -> 63**

Psychological Safety Score

**80% -> 70%**

Department Sales

2024 - **4%**

Projection 2025 - **38%**

Pricing masked the initial impact, but 2025 projections show a **21 -25%** revenue drop from this team.

# Case Study – B2B Gaming Company

## Add the Human Context

Revisited Exit interview Data from 2024 onwards.

HR did 1-1s with the remaining team members.

The Core Issue was: **A conflict** between Line Manager and Junior Manager of the Department that had no hope of resolving.

## Recommend a Targeted Action

Removed barriers for people ensuring all sales people feel safe.

Leadership addressed concerns to ensure employee safety.

**Action:** Restructuring of the Department.

## Measure the Impact

**2025 (Q3)**

Employee Turnover

**47% -> 26%**

eNPS

**63 -> 88**

Psychological Safety Score

**70% -> 82%**

Sales & Revenue

**The jury is still out on 2026**

## The Transformation:

- From: Support Function → To: Driver of Strategy, with **People at its Core**.
- **Data-Driven HR is A Win-Win:** Focusing on data provides better insights, leading to improved outcomes for both our people and the organization.
- HR that speaks the language of other leaders drives decisions, growth, and success.
- **Data Gives People a Voice:** It's not a choice between People and Data. We use data to translate the human experience into insights.



Are you just collecting  
numbers...?

Or are you translating  
your **people's stories**  
into insights that matter?


Thankyou!

 **KonnektTalexio**

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