Turning people data into people insights

An introduction to People Science

What is People Science?

With People Science, organizations can finally use people data to understand how and why the workforce behaves the way it does. Once they've an insight into how their people interact with their environment and how that affects systems and performance, they can go about making better people decisions.



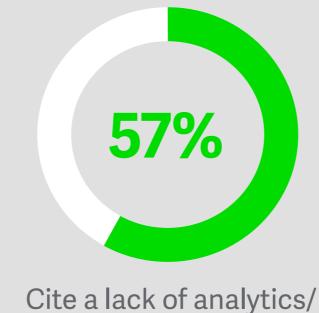
From HR spreadsheets to People Science

Visionary organizations are taking a people-centric approach

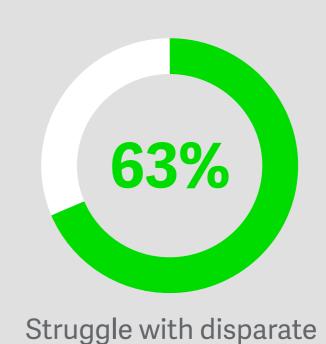
HR Directors are using People Science to attract, retain and engage the right talent. People Science lets HR fully understand employees and gain deeper actionable insights to make better people decisions.



include People Scientists within the next 5 years



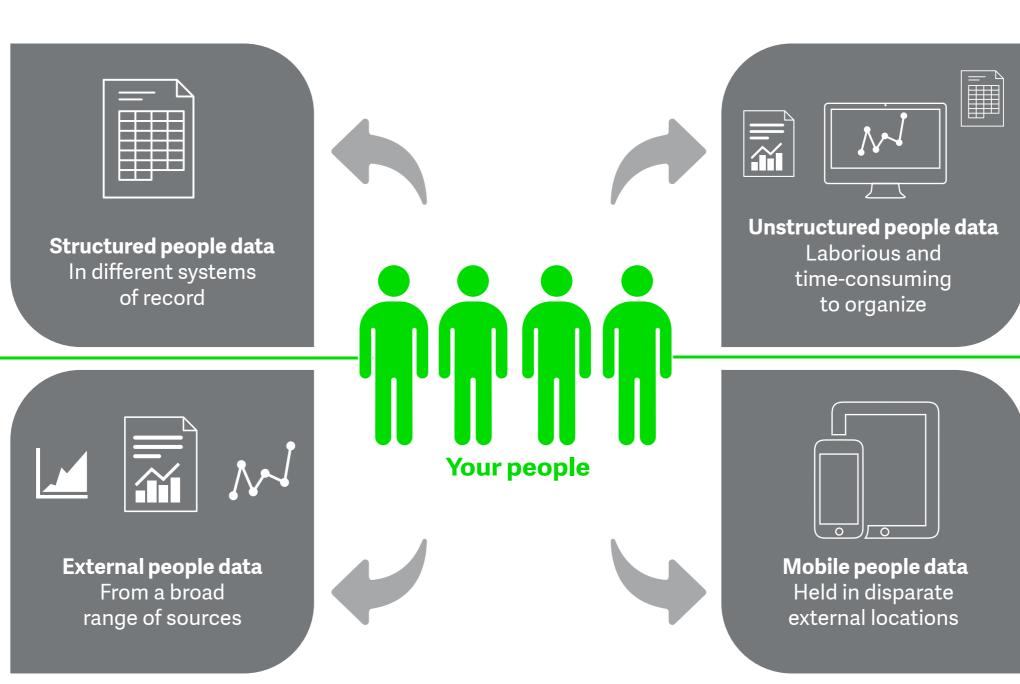
workforce visibility as growth inhibitors



people data

[We are] constantly hiring or on the lookout for new people. We spend a lot of time analysing the data we have available in a hunt for nuggets of insight that could ultimately prove to be valuable in our hiring process. Caoimhe Keogan, VP People, SoundCloud

People data is everywhere



leverage the huge amount of data they generate. Peter Phelan, Chief People Officer, Shutterstock

Creating an identity for each individual would allow us to better

A single version of the truth is essential All people data sources should be integrated into a single system of record.

This will give complete visibility of all people across the entire organization.



of record

have a single HR system



and systems To add to the challenge, there's a range of tools for People Scientists to consider...

experience pain with

disparate data



Tools for People Scientists



Neurosciences



Bringing everything together



analytics

With Sage Business Cloud People, companies can bring all their people data

together into a single version of the truth, in order to produce more

powerful people insights and evidence-based business decisions.

Talent development

Hire the best people faster, and ensure they're in the

right place in the right

job for maximum

productivity



Advanced analytics

Workforce visibility

The organization has reliable

The organization gains instant, evidence-based answers based on accurate people data

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HR productivity

Automation reduces manual tasks, so HR can focus on employees



Better workforce

with self-service reporting

capabilities that provide team analytics

Real-time insights

Managers are empowered

All quoted statistics are taken from 'Becoming a People Company': Insight Avenue research