

# PEOPLE ANALYTICS

Aktuelle Aufgaben und Rollen



Markttrends und zukünftige Skills



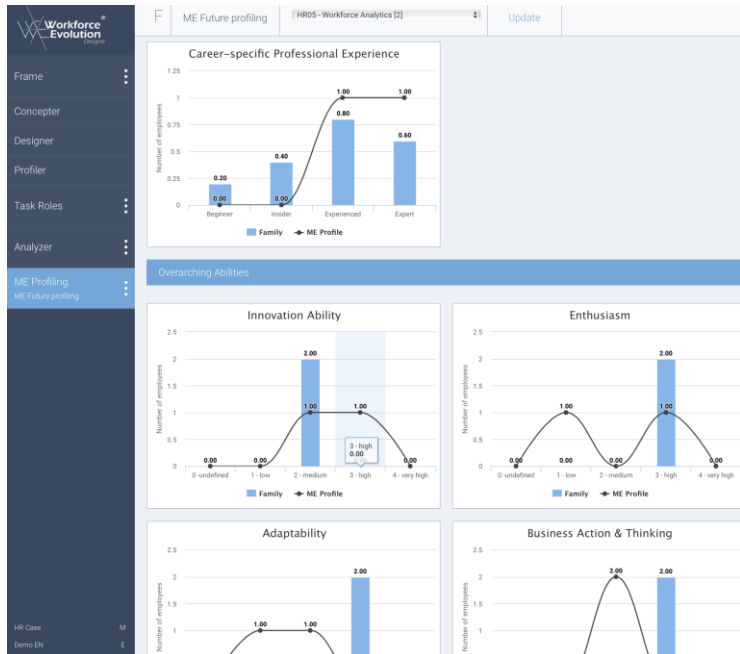
Gap Analyse

Risk Dashboards

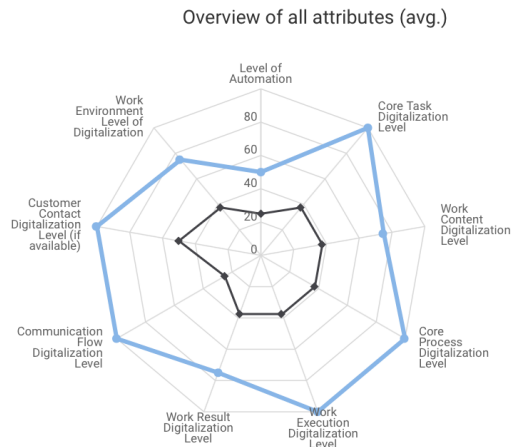
Optimierungspotenziale

Handlungsempfehlung

# Workforce Evolution



Overview	Associations	Meta-Relations		
HR03	<b>Data Analytics</b> Families assigned to this Meta-Family evaluate a wide variety of data. They analyze the		72%	7
HR05	<b>Workforce Analytics</b> This Future Family is for the creation of forecasts regarding analytical questions using AI.		29%	2.0
HR15	<b>Operational Workforce Planning</b> This Future Family is responsible for the development of short-term measures to provide.		14%	1.0
HR19	<b>Payroll - automated</b> This Future Family consists of an intelligent tool. It takes over the employees' work sche.		0%	0.0
HR24	<b>Environmental Analysis</b> This Future Family is responsible for identifying, assessing and prioritizing risks and red.		14%	1.0
HR26	<b>Talent Review</b> This Future Family is responsible for developing performance management, identifying...		29%	2.0
HR27	<b>Motivational Insight Analysis</b> This Future Family is responsible for analyzing the needs and motivations of employees...		14%	1.0
HR34	<b>Talent Matching - automated</b> This Future Family works fully automated. It has an overview of all talents. This includs.		0%	0.0
HR48	<b>Smart HR Data - automated</b> This Future Family consists of a intelligent IT systems that collect, structure and process).		0%	0.0
HR49	<b>Updated Jurisdictions - automated</b> This family works fully automated. It searches the web for updated case law in various s.		0%	0.0
HR50	<b>Employee Surveys/Feedback - automated</b> This Future Family consists of an intelligent IT tool. Surveys are conducted among empl.		0%	0.0
HR60	<b>Workforce Planning &amp; Analytics - automated</b> This Future Family consists of an intelligent tool. It automatically delivers figures, analys.		0%	0.0
HR04	<b>Culture &amp; Change</b> Families assigned to this Meta-Family measure, shape and accompany the culture of a...		13.9%	14
HR03	<b>Culture Architecture</b> This Future Family is responsible for the conception, implementation and monitoring of...		15%	2.0
HR16	<b>New Work Awareness</b> This Future Family is responsible for advising and supporting the company's employees...		7%	1.0
HR28	<b>Transformation Coordination</b> This Future Family is responsible for the growth and successful implementation of this.		22%	3.0
HR29	<b>Diversity Management</b> This Future Family is responsible for promoting the social, cultural and ethnic diversity o...		7%	1.0
HR38	<b>Mindset Breakthrough</b> This Future Family encourages the people in the organization to be simply human. Peopl.		7%	1.0
HR39	<b>People Networking</b> This Future Family is building an internal community management system to generate e...		11%	1.5
HR43	<b>Inspiring Leadership</b> This Future Family ensures that the management acts as a role model for its teams. Th...		7%	1.0
HR46	<b>Knowledge Transferring</b> This Future Family ensures the availability of knowledge. It enables knowledge to be doc...		11%	1.5



# TALENT SOURCING TOOLS

## JOB BOARDS

**MONSTER**

**LinkedIn**

**stepstone**

**indeed**

## SOCIAL MEDIA



**XING**

**facebook**

## MARKET PLACES

**freelancer**

**fiverr.**

**upwork**

## DATA ANALYTICS

**LinkedIn**

**HORSEFLY**  
TALENT MARKET ANALYTICS

# VMS, ATS & 3rd PARTY

