

Using Employment Data to Gain a Strategic Advantage

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Agenda

One of the major keys to success is to keep moving forward on the journey, making the best of the detours and repercussions, turning adversity into advantage.”

– John C. Maxwell

 The Current Landscape

 Moneyball

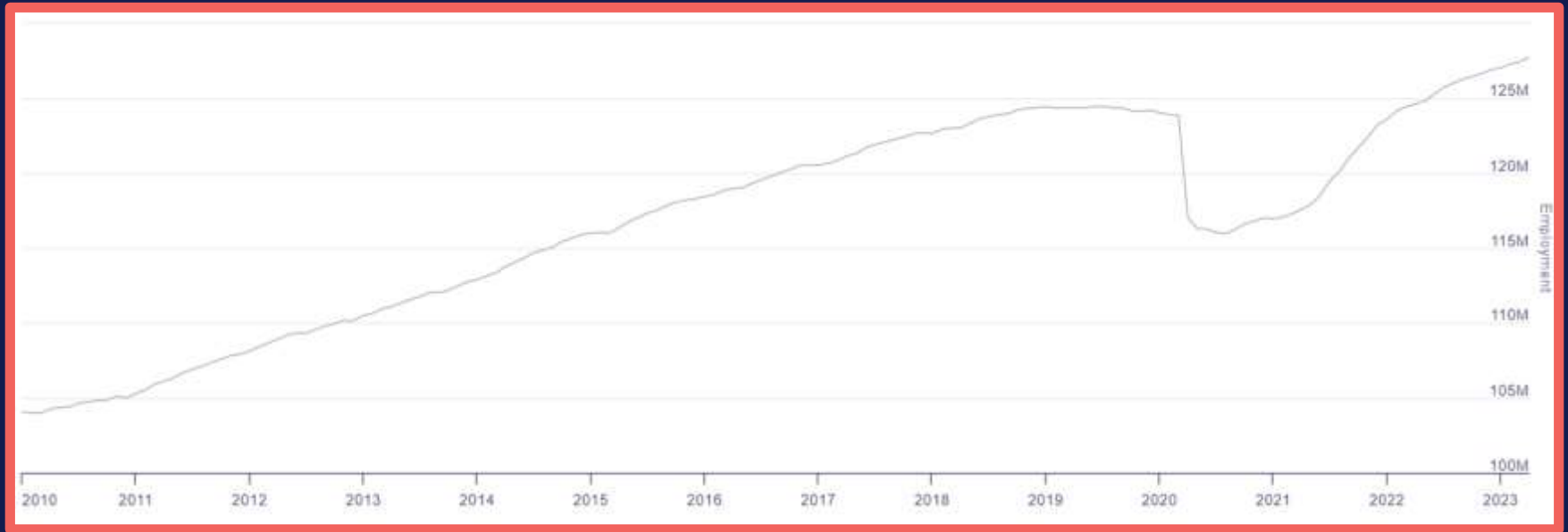
 True Insights: Uses & Challenges

 Answering the Call with Innovation

The Current Landscape

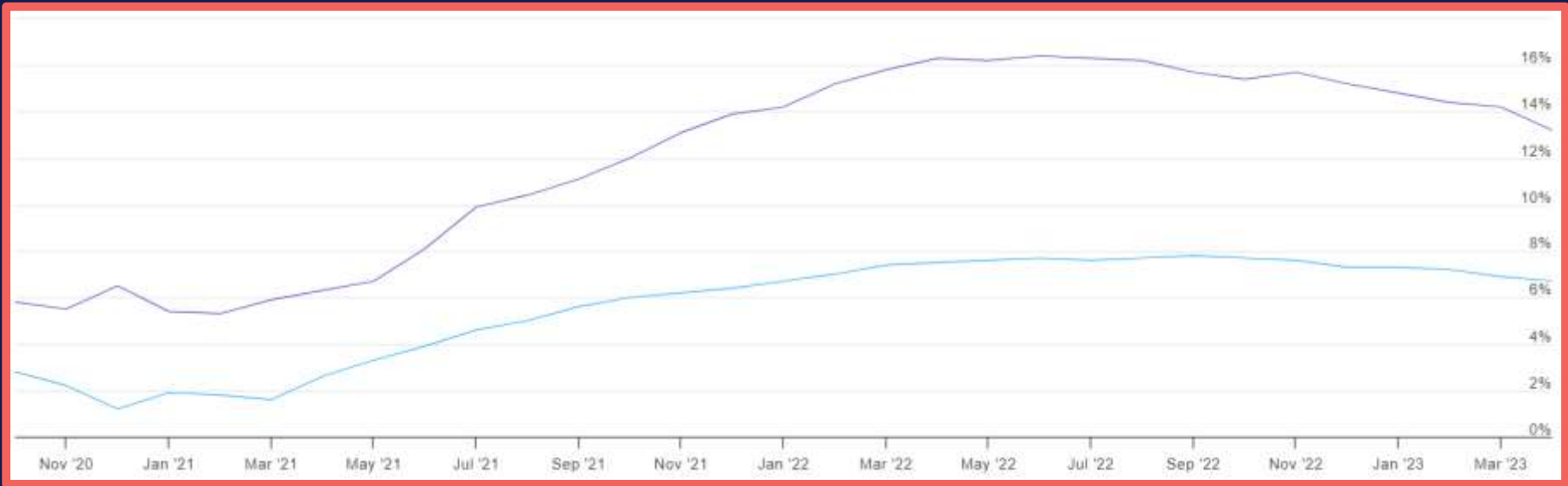


U.S. Private Employment



source: [adp.org](https://www.adp.com/resources/research-and-insights/articles-experts/2023/01/2023-employment-outlook)

Median Year-Over-Year Change in Annual Pay



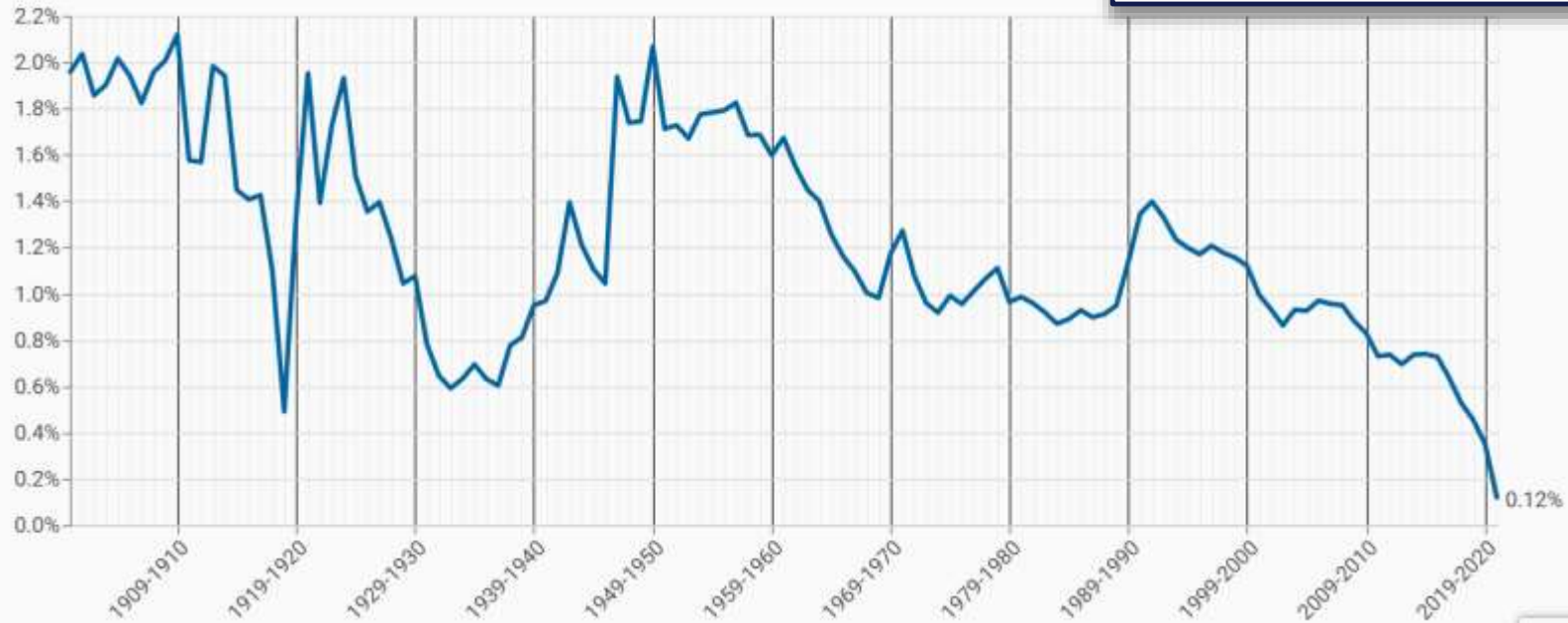
source: adpri.org

US Population Growth Flattens

THE WALL STREET JOURNAL.

Unemployment Falls to 3.4%, Lowest in 53 Years, Jobs Report Shows

Figure 1. US annual population growth, years 1900-01 to 2020-21



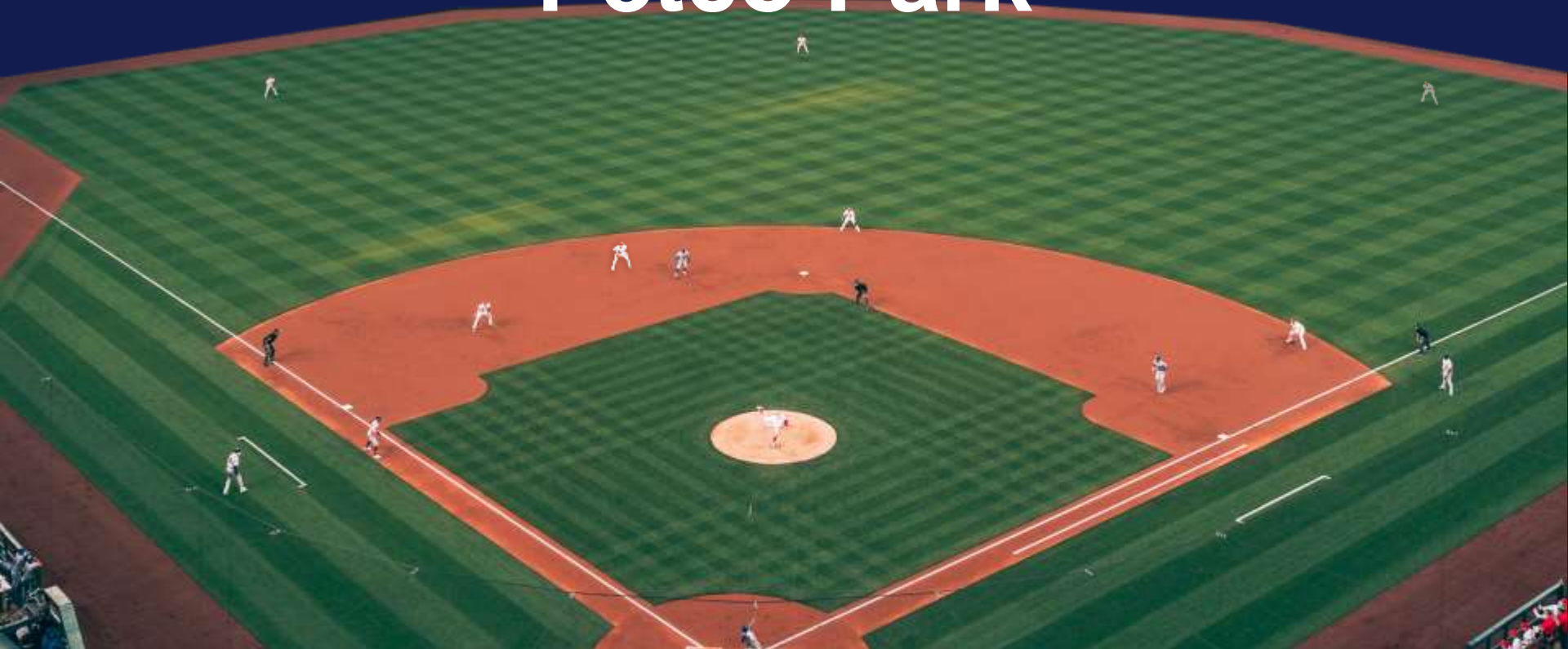
The #2 "Jobs on the Rise" on
LinkedIn - **Human Resource
Analytics Manager**

Data-Driven Insights: Uses & Challenges



August 29, 2014

Petco Park



August 29, 2014

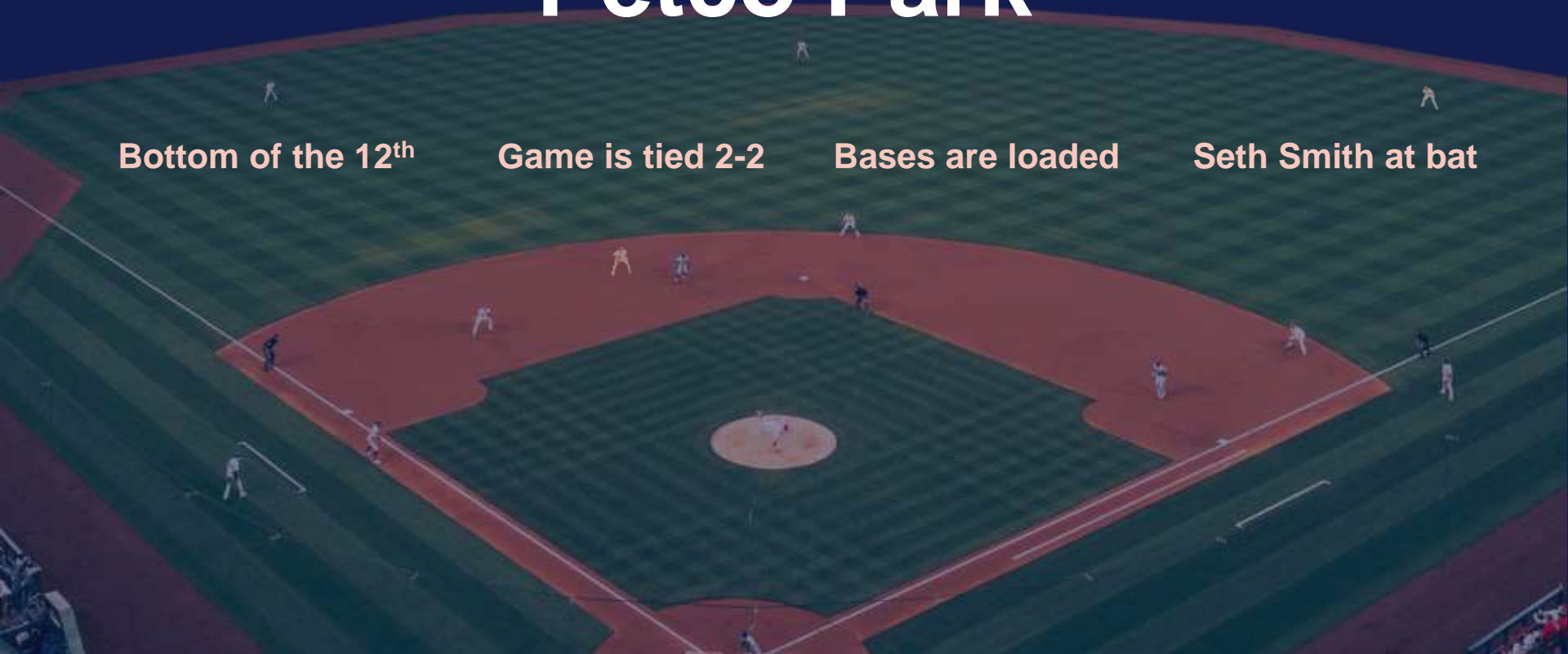
Petco Park

Bottom of the 12th

Game is tied 2-2

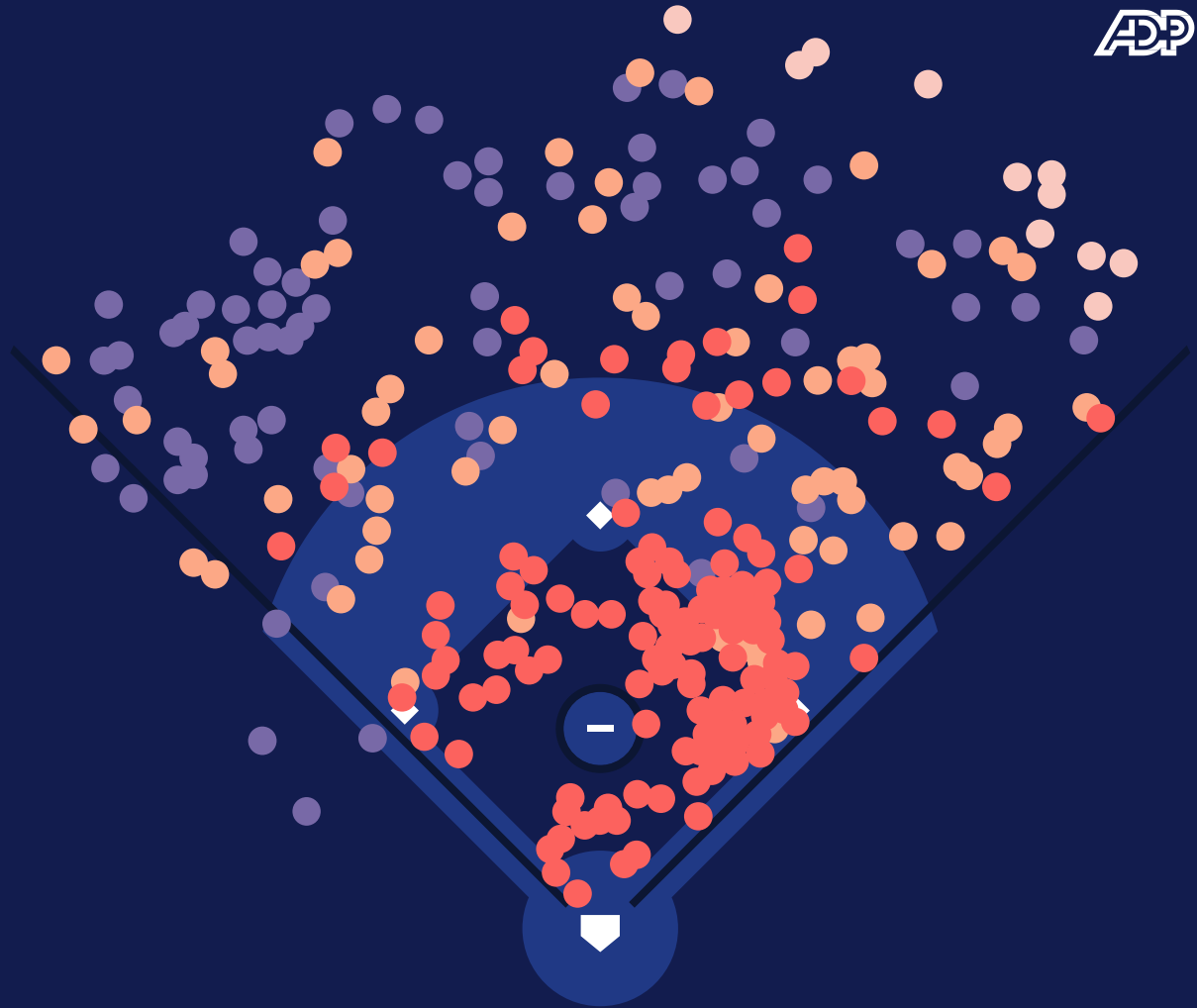
Bases are loaded

Seth Smith at bat



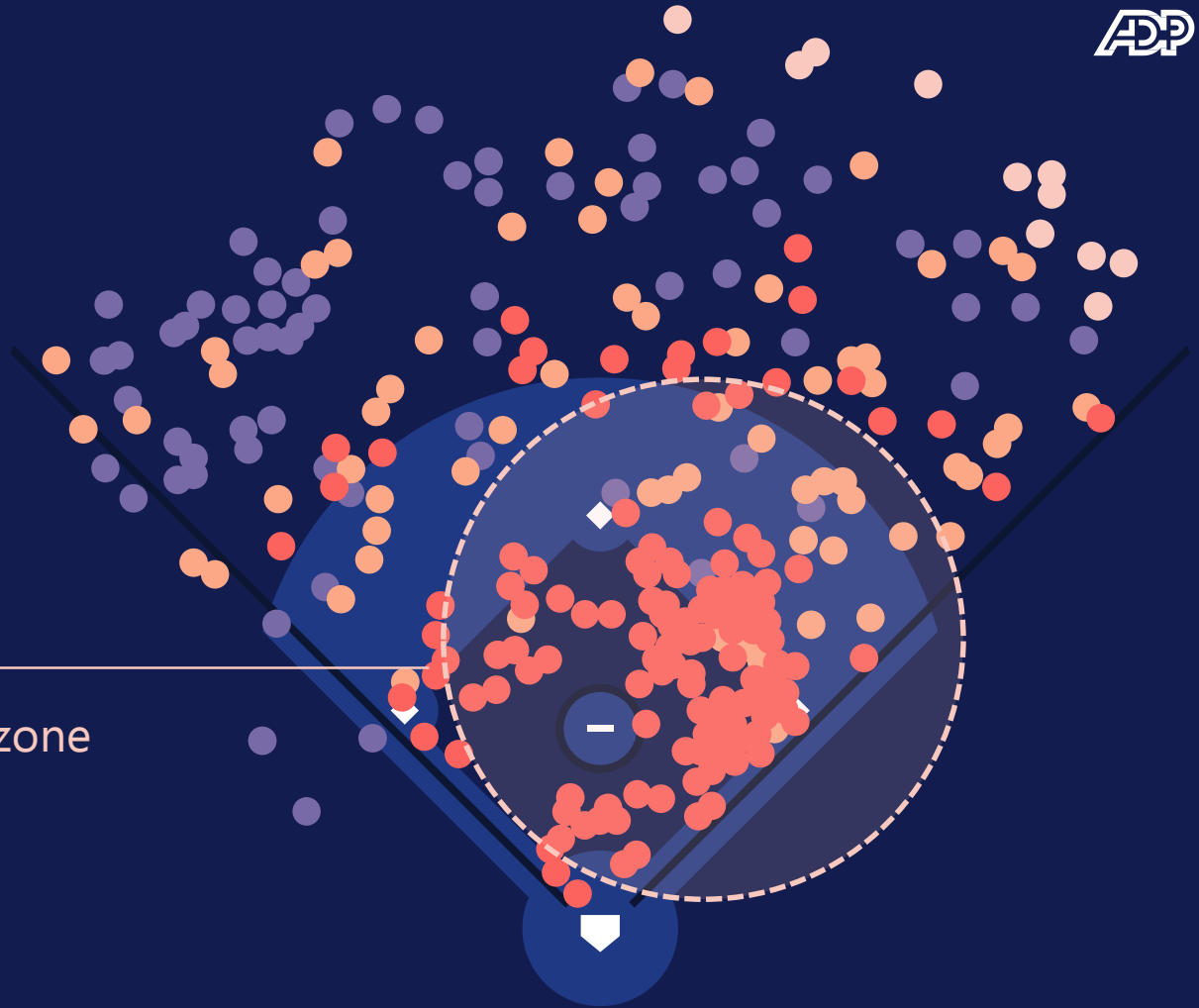
Spray Chart

- Flyball
- Linedrive
- Homerun
- Groundball



65+%

of batted balls fell in this zone





CENTER FIELD

LEFT FIELD

RIGHT FIELD

2ND BASE

SHORTSTO
P

3rd BASE

RUNNER

1st BASE

RUNNER

RUNNER

PITCHER

BATTER

CATCHER



LEFT FIELD

RIGHT FIELD

SHORTSTOP

2ND BASE

1st BASE

3rd BASE

RUNNER

CENTER FIELD

RUNNER

RUNNER

PITCHER

BATTER

CATCHER

“The shift”



LEFT FIELD

RIGHT FIELD

3rd BASE

RUNNER

SHORTSTO
P

2ND BASE

1st BASE

CENTER FIELD

RUNNER

RUNNER

PITCHER

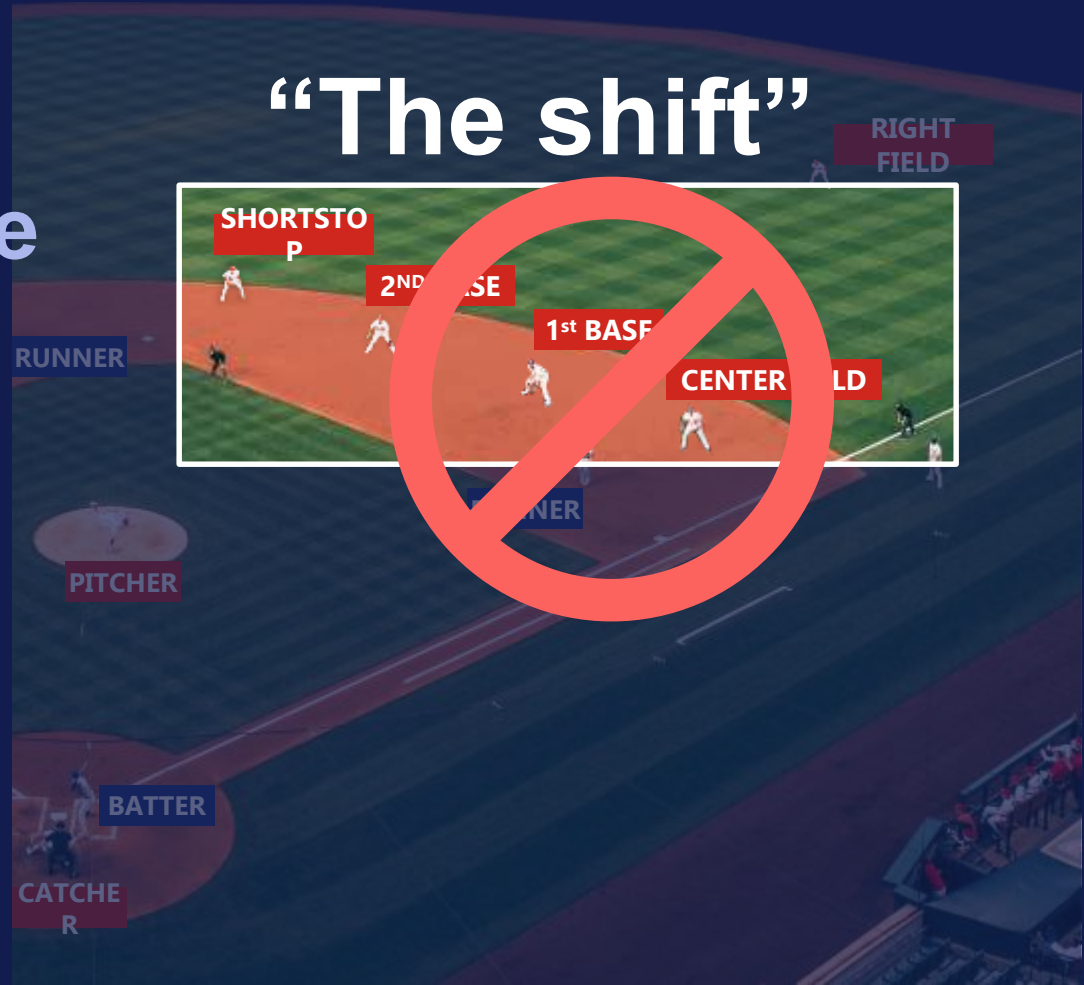
BATTER

CATCHE
R

Data has literally changed the game of baseball

Rule Change for 2023

Two infielders must be positioned on either side of second base when pitch is released



What if you could
use data and analytics
to proactively position
your teams to gain
competitive
advantage?



What are we using analytics to achieve?

Workforce Planning Aligns with Double Digit Increases in Outcomes



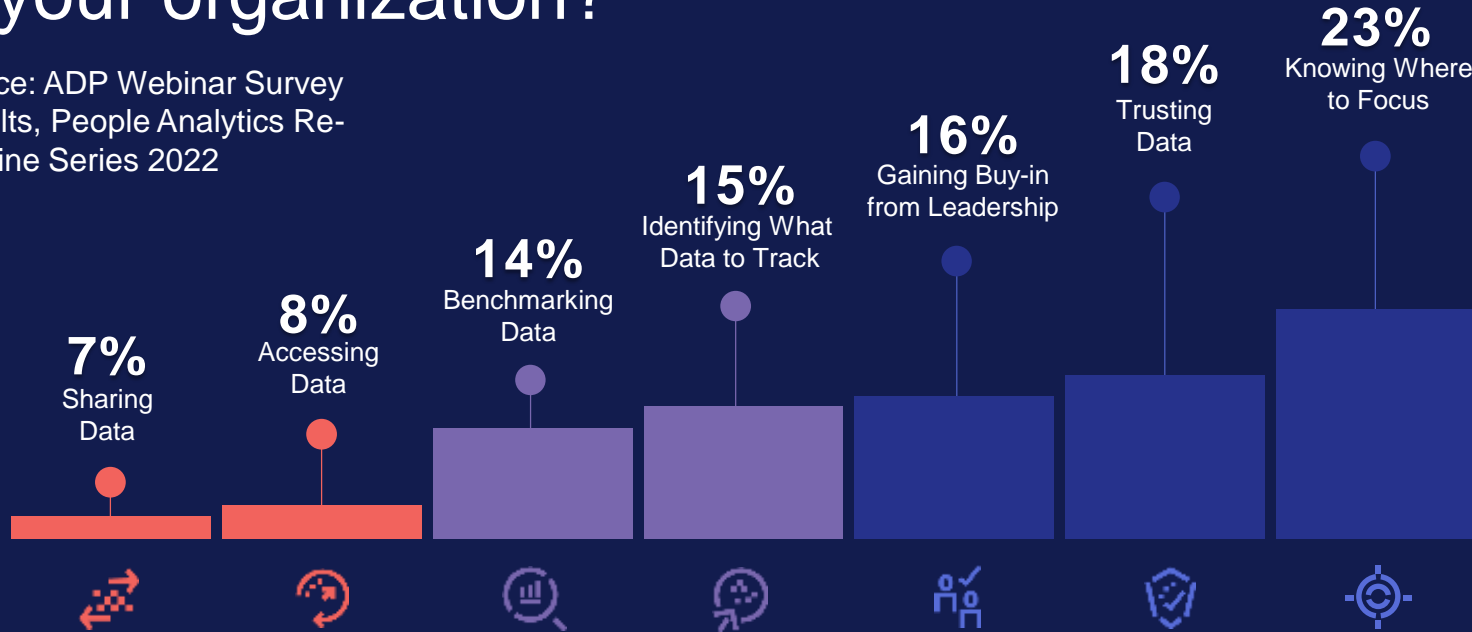
Only **11%** of Organizations are "**confident**" their primary HR Analytics and Planning solutions are meeting all of their business needs.



Source: Sapient Insights Group | 2022-2023 Annual HR Systems Survey

What is the biggest challenge to driving value from people analytics in your organization?

Source: ADP Webinar Survey Results, People Analytics Re-Imagine Series 2022





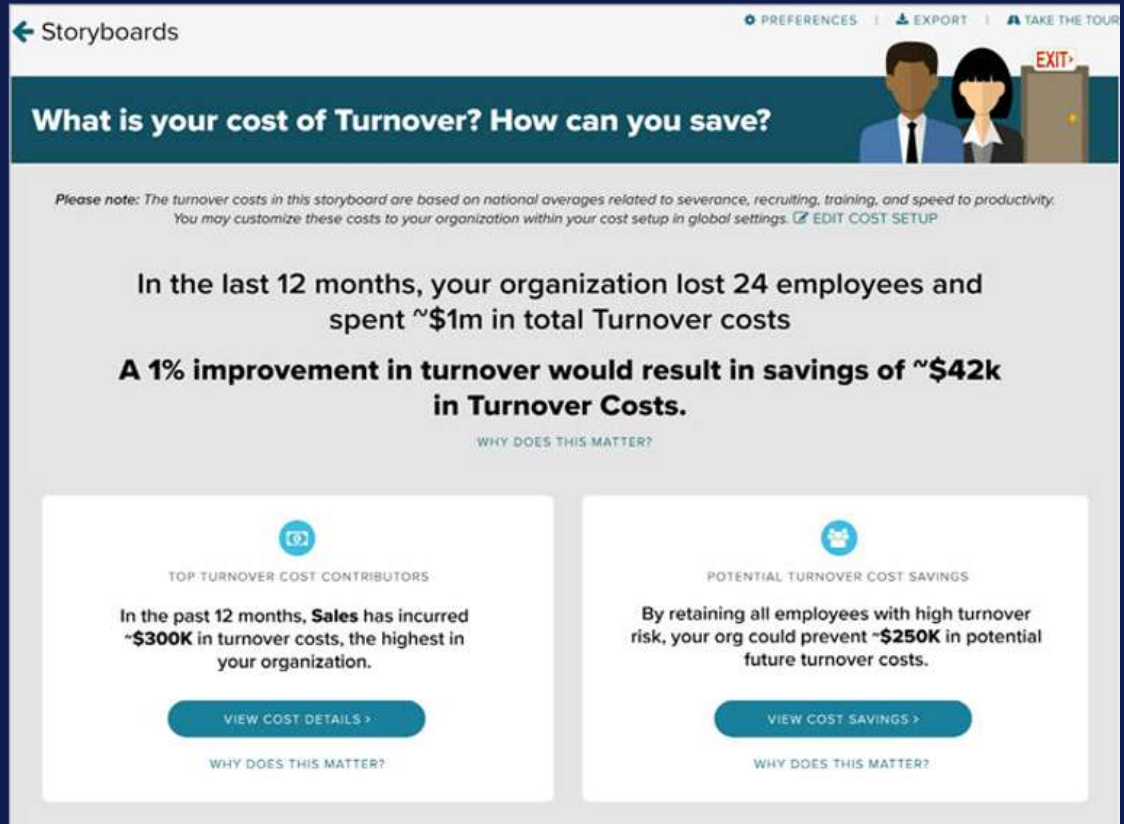
Answering the Call with Innovation



Data in Context: Attacking Turnover



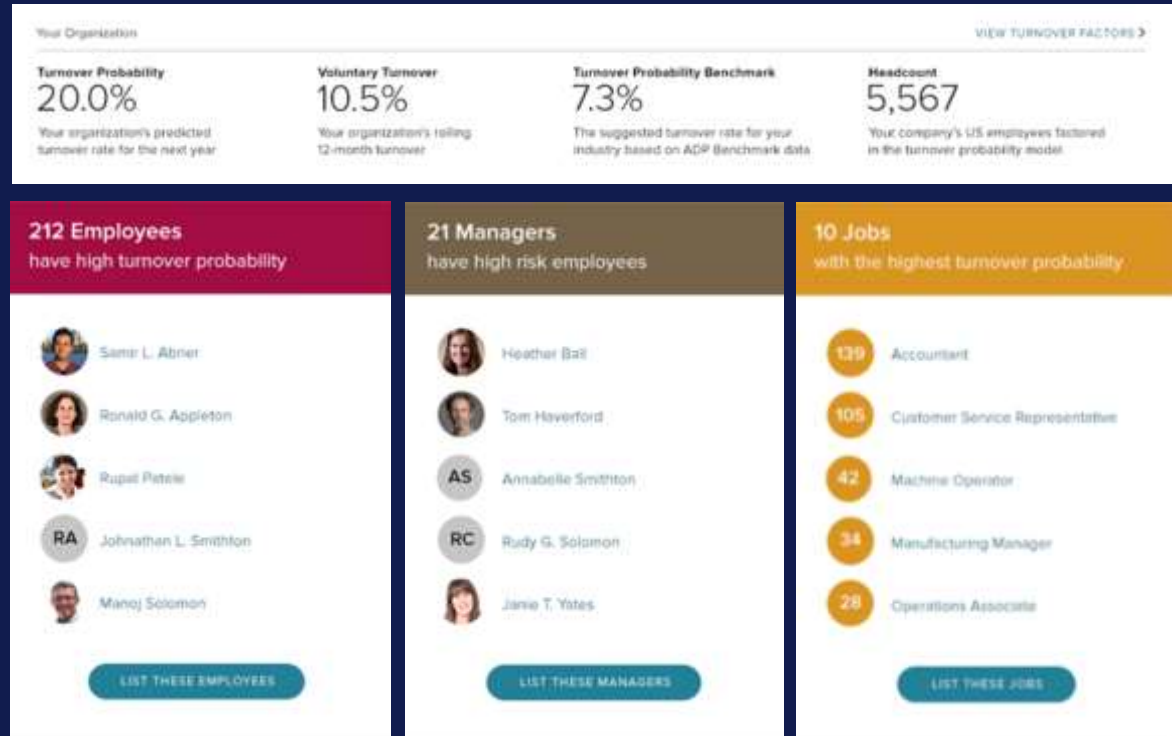
- How can I reduce my turnover costs?
- How much does it cost to replace someone who left?
- How much is turnover costing my organization?



Predictive Intelligence: Attacking Turnover



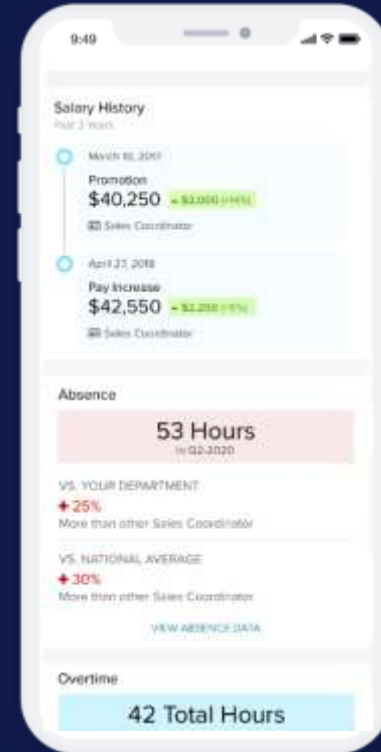
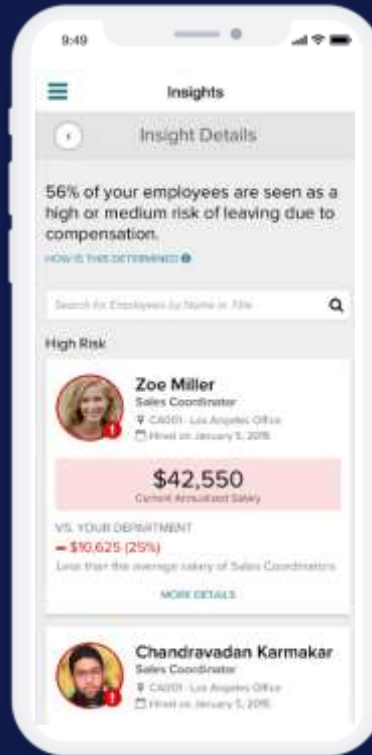
- Which employees are likely to leave and why?



Mobile Enabled: Attacking Turnover



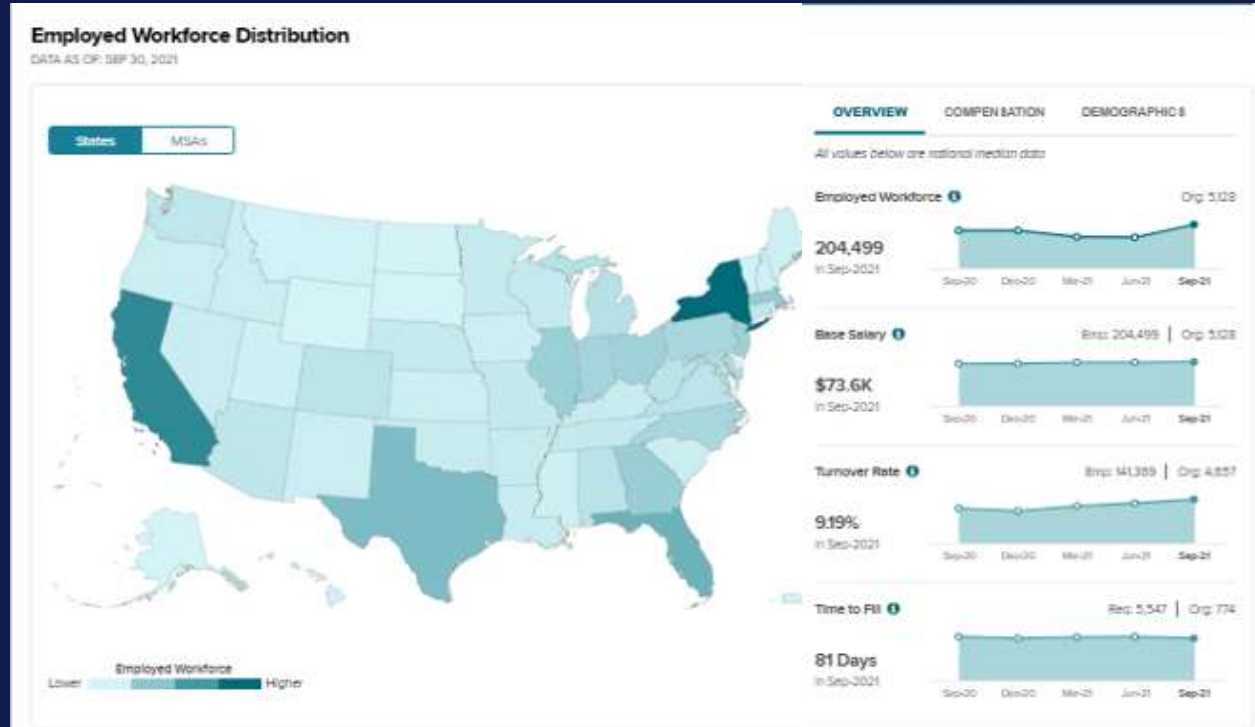
- Which employees are likely to leave and why delivered to managers



Transaction-Based Benchmarking: Attacking Turnover



- What is the state of talent across geographies, industries and roles?

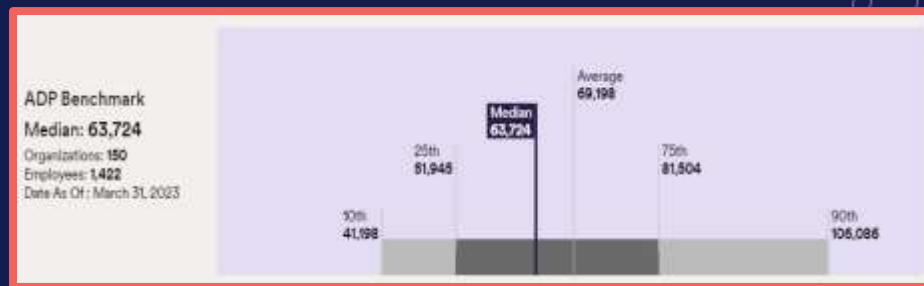


CDL Truck Drivers – Chicago, IL

Crowd-Sourced Benchmarking



Data-Sourced Benchmarking



Attributes:

- Survey-based.
- Self-reported.
- Biased.
- Aged.

Attributes:

- Record-based.
- Derived from Payroll and HR.
- Not biased, actual transaction data.
- Current.



**Thank
you**

