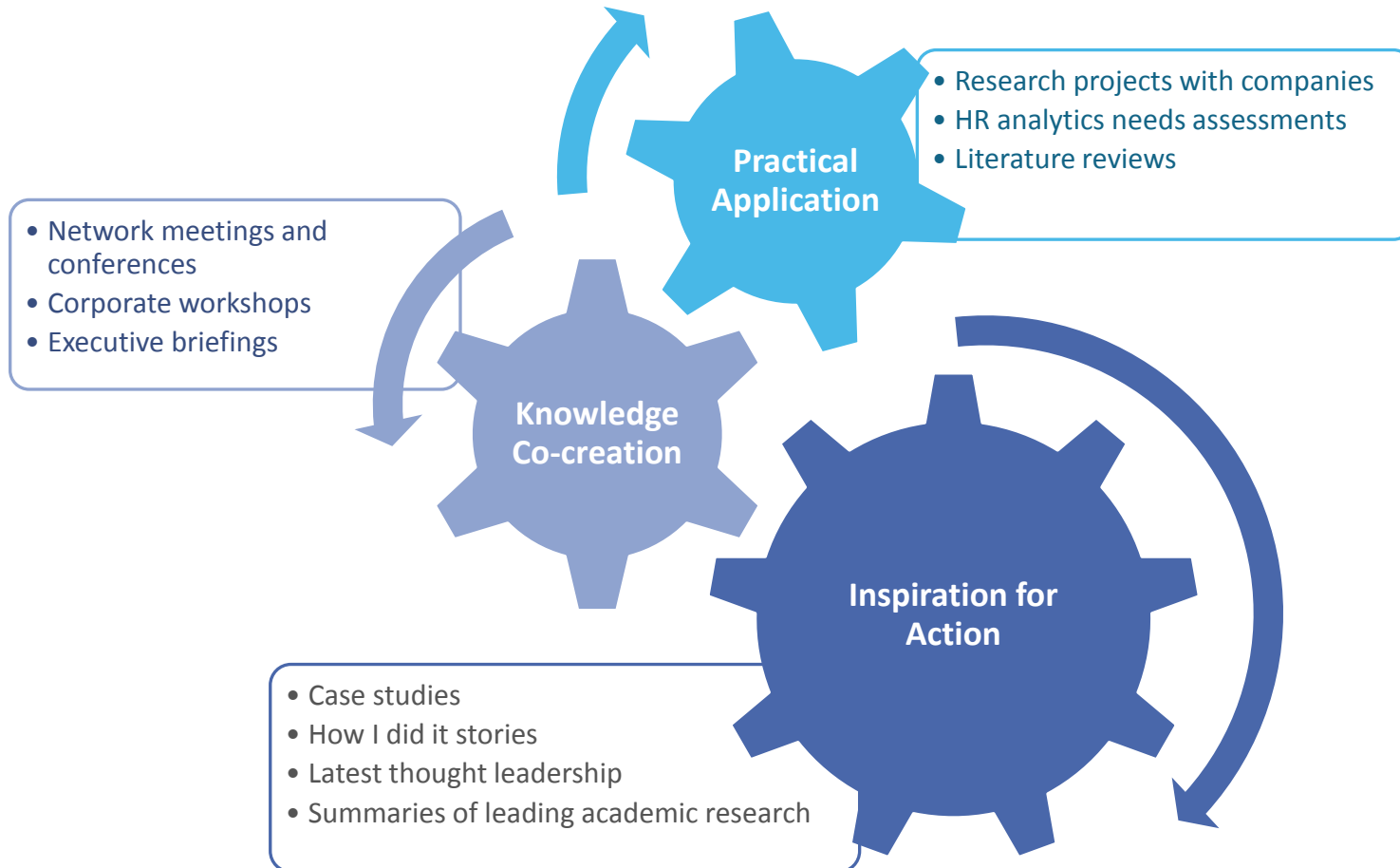


HUMAN CAPITAL ANALYTICS GROUP

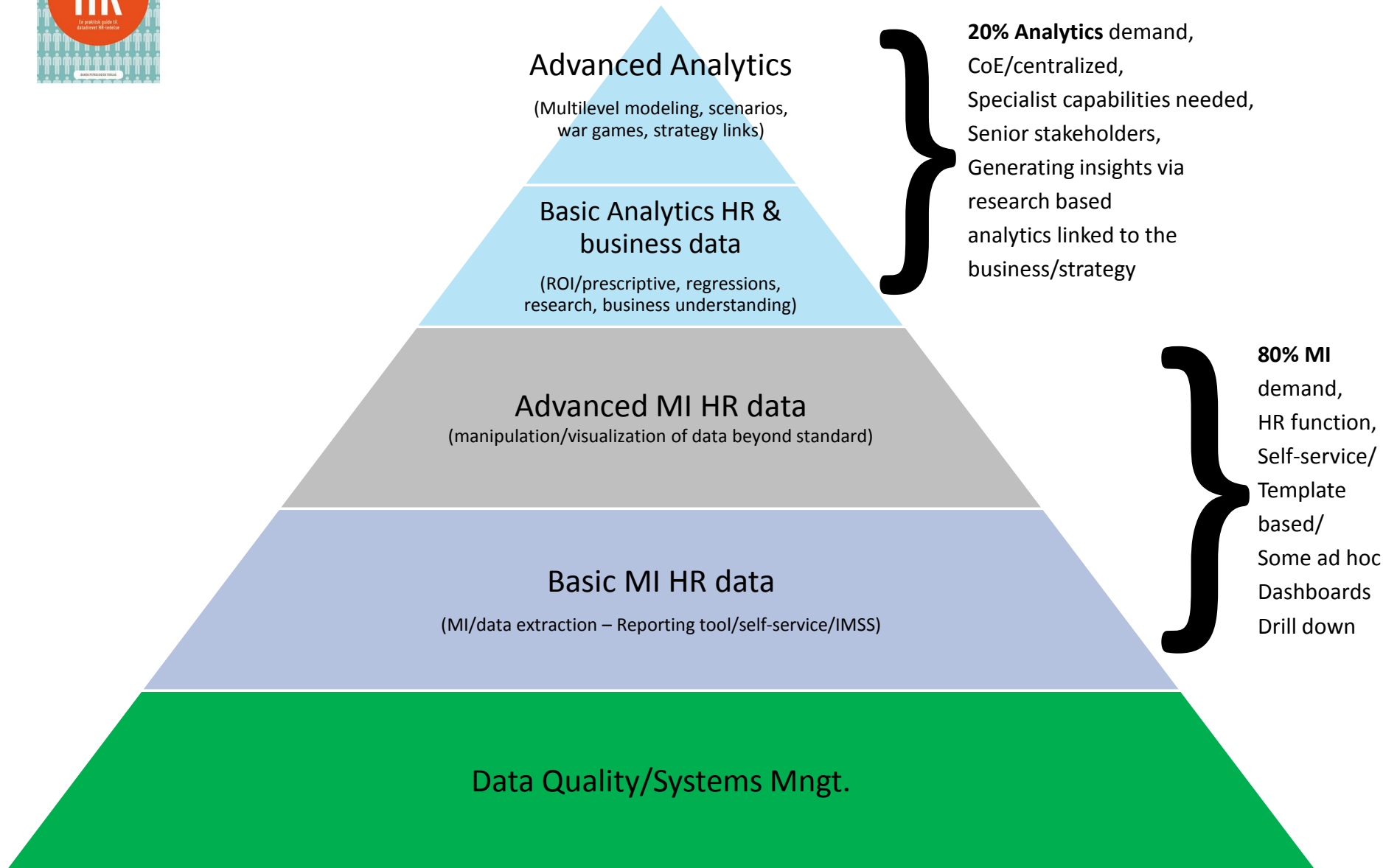
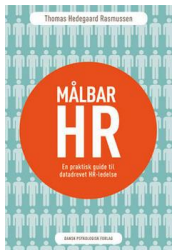
Mission

To make analytical human capital research accessible, comprehensible and to bring it closer to practice.

Our Activities





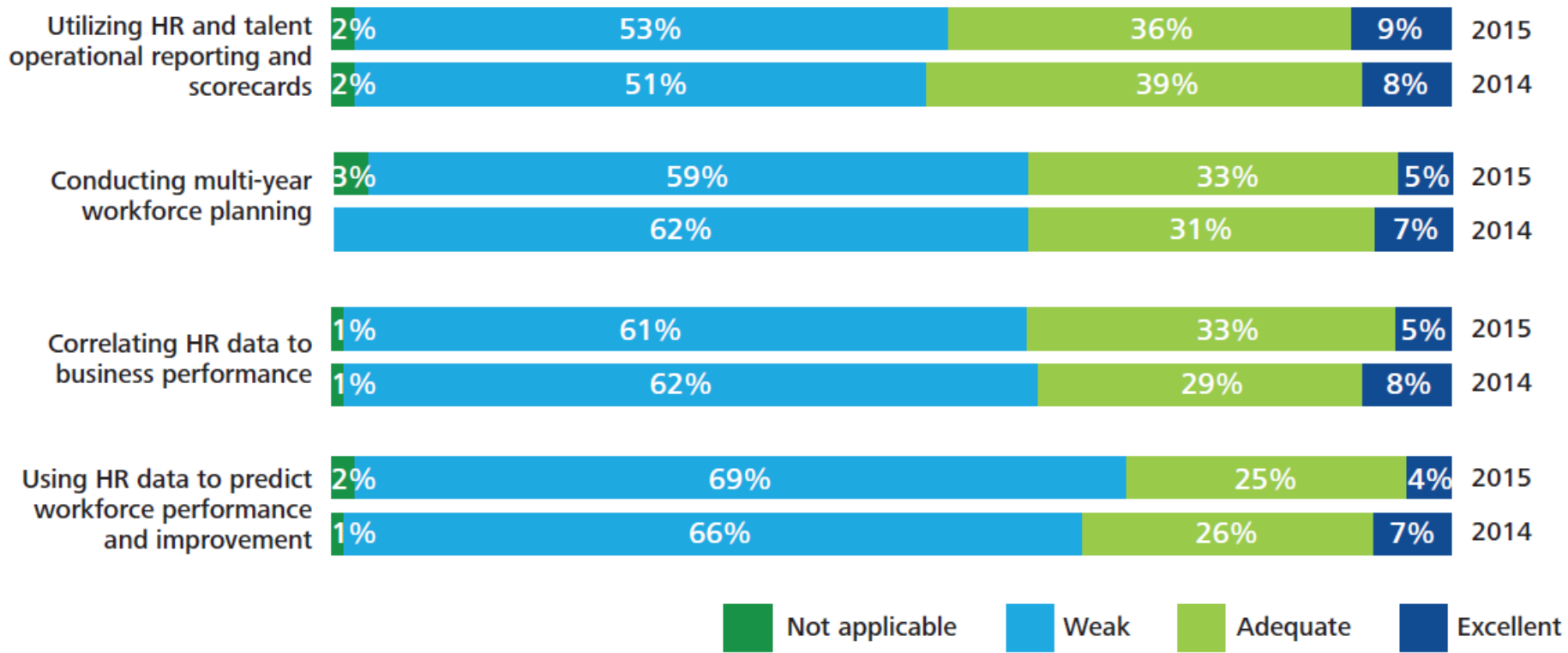


Global Human Capital Trends 2015

Leading in the new world of work

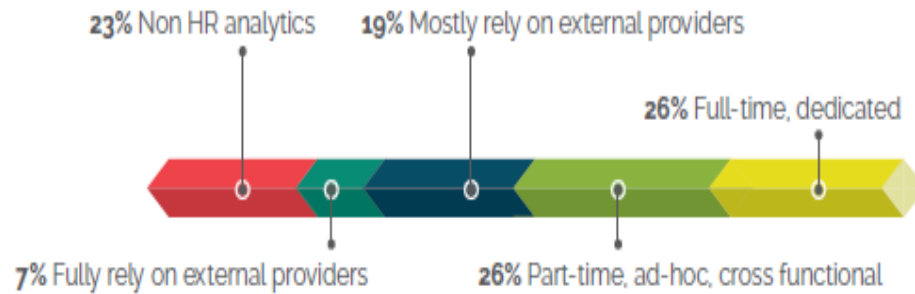


Figure 2. Respondents' evaluation of their HR and people analytics capabilities

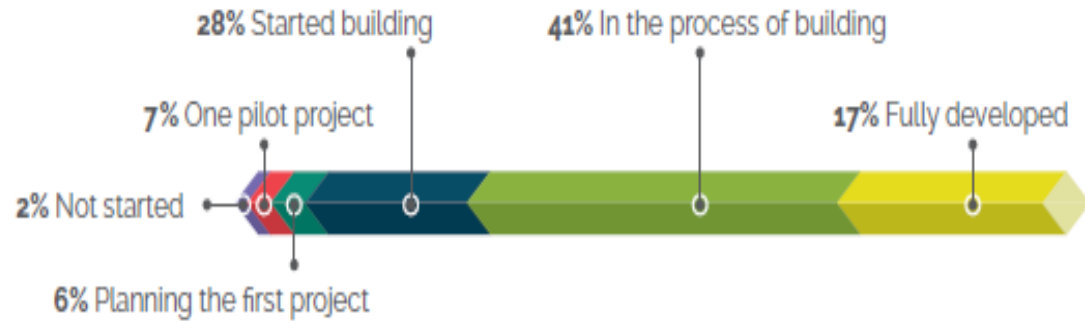


The State of Workforce Analytics in Europe 2015

Type of HR Analytics function/team



From no HR analytics team to full time dedicated function →



From no analytics to fully developed analytics capability →

WORKFORCE ANALYTICS SUMMIT

Adopting and Mastering Workforce Analytics to Improve Business Performance

How to develop HCA as organizational capability?

- build
- buy

Where such capability should be anchored?

- CoE
- HRBPs

How could this be integrated with existing HR practices?

Should we distinguish between governance and ownership?

Analytics as HR validation or means to an end?

Building Human Capital Analytics as *organizational* capability

Your HCA Profile

Data quality

This is about the quality, availability and quantity of human capital data in your company.

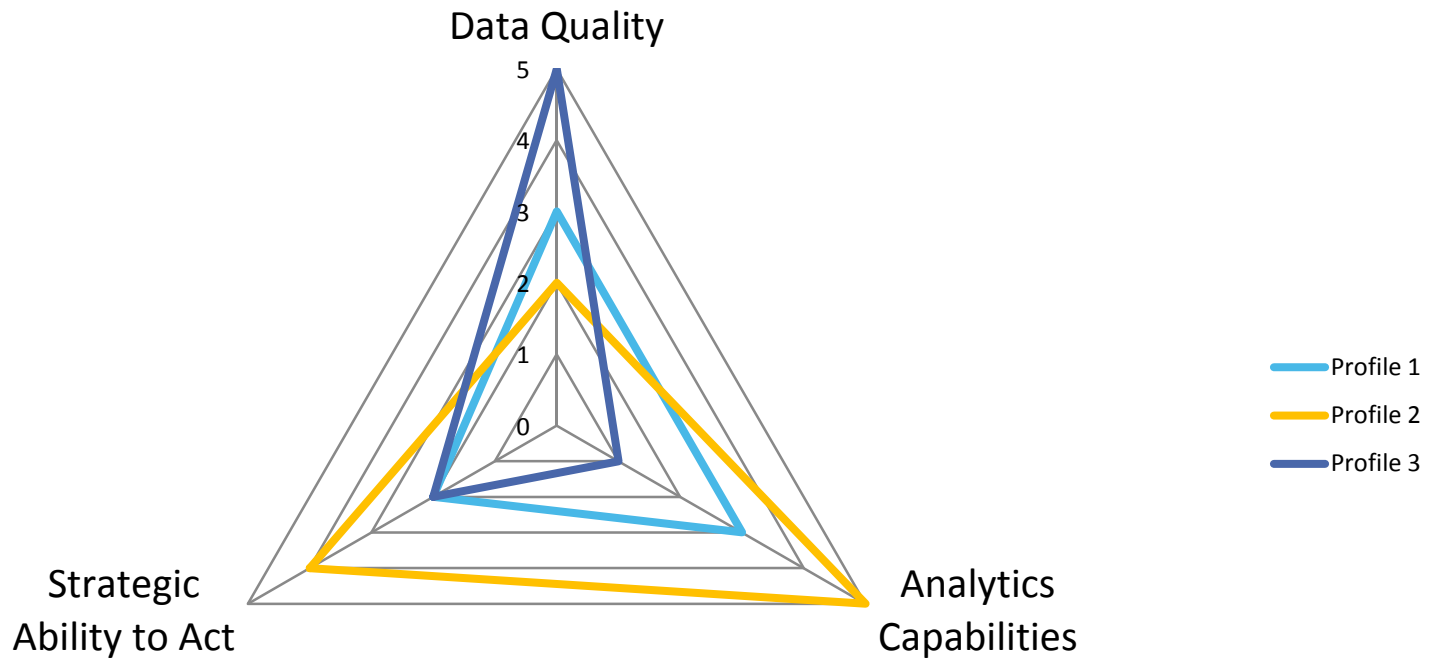
Analytics capabilities

These refer to your statistical skills and those of your team, your abilities and those of your team to visualize and communicate the results, and to your more general abilities.

Strategic “Ability to act”

This refers to whether top management supports human capital analytics projects and whether the results of such projects are used for change management.

Example



[Try the tool yourself - click here!](#)

What's in it for me?



For more information

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