Empowering Business through Employee Data

Pragmatic Works' mission is to empower our clients to improve their business by leveraging their data. Through predictive analytics and machine learning, we help organizations anticipate business factors that lead to improved employee retention and satisfaction.

Human resources analytics provide organizations insights for effectively managing their employees and minimizing turnover so that business goals can be reached quickly and efficiently. Using analytics to avoid risks associated with unsatisfied employees transforms the HR department in a key business contributor.

By better understanding their human resources analytics, organizations are able to use data to solve challenges like employee turnover and employee segmentation and create a happier work environment.With innovative tools like Azure ML and Power BI, this data is also available in real-time to help them make better human resources decisions quicker.

EMPLOYEE TURNOVER

Human resources is often the single largest cost center in an organization. Hiring and training an employee is an investment that can take six to twelve months to provide an ROI. Hiring the wrong employee is very costly both in time and investment of trying to find another qualified candidate. Machine learning can help identify the qualities of employees who are a good fit and likely to stay. In addition, employee churn can be used to early identify when an employee is likely to leave, providing lead time for the employer to plan the appropriate action.

EMPLOYEE SEGMENTATION

Not every employee is the right fit for every scenario. Some employees thrive in the management tract; some prefer a more technical tract, and the best sales people don't always make good sales managers. Similar to consumer segmentation machine learning can create employee segments that are a balance of compensation, promotion, education, opportunity and lifestyle. Ensuring employees are happy with their situation and focused on achievable outcomes has a direct impact on employee turnover.

To learn more about how Pragmatic Works can help empower your organization, please contact sales@pragmaticworks.com