

HR Analytics



Attract, select, retain, and grow talent more efficiently with AI-powered analysis

- Which departments had low offer acceptance rates last month?
- What is driving higher attrition for Level 1 roles?
- What recruit stage is most bottlenecked?
- Which employees are most at risk of churn?

HR Analytics Challenges Today

In the post-pandemic world of remote and hybrid work, HR teams face numerous challenges keeping consistent headcount, estimating likelihood of departure, knowing when to intervene, and improving hiring and onboarding processes. Simultaneously, HR teams have more data than ever at their fingertips. Data-driven approaches to people analytics are challenging due to poor data, difficulty unifying disparate sources, and time-consuming analysis to identify key drivers and root causes of HR issues (think: wading through several dashboards, reports, various systems, complex spreadsheets, etc.). Failure to identify breakdowns and issues quickly can hurt a firm's productivity and drive costs related to recruitment and training.

HR teams increasingly rely on AI-powered analytics to tackle these multifaceted problems.





AI-Powered Analytics for HR & People Analytics:

Tellius helps HR and operations teams make better-informed hiring, managing, and retention decisions. The platform works by connecting disparate data sources—human resource information systems (HRISes), time and attendance systems, performance management systems, employee surveys and feedback, recruitment platforms, and more—and upon this unified base, offering:

- A Google-like natural language search interface and AutoViz layer for ad hoc exploration
- Robust automated insights to isolate key drivers, root causes, and anomalies
- Intuitive point-and-click live dashboarding, reporting, and embedded analytics
- Accessible advanced analytics such as AutoML

This approach allows HR and operations teams to make smarter and faster decisions to speed up hiring, increase retention rates, improve employee engagement, and much more.

Why Tellius for HR Analytics

-  Implement HR strategies and interventions more quickly by spotting employee performance insights and workforce trends from multiple data sources.
-  Explore and iterate HR analysis rapidly without relying on advanced analytics teams.
-  Provide holistic employee 360-degree views across all HR and operations data sources to make smarter, data-driven people decisions.
-  Predict retention, quality of hire, and more through ML/AI-based pattern and anomaly detection.

HR ANALYTICS USE CASES

Talent Analytics

HR teams often must answer questions but lack the ability to self-serve data-driven answers and insights from vast amounts of data. Instead, they face endless dashboards, reports, and wait times for analytics support. Tellius puts analytics directly into the hands of HR teams through an intuitive, Google-like search experience and dynamically generated visualizations and summaries. Talent analytics with Tellius means answers are a search away, analysis and insights can be easily shared in drag-and-drop dashboards, and powerful ML-based automated insights parse millions of variables to identify true root causes, key drivers, and cohort comparisons—doing the work that might have taken HR and analytics teams days performed in minutes.

Recruitment Efficiency

Identify the traits of top performers to better select, attract, and retain employees more efficiently via AI-powered recruitment analytics. Tellius Automated Insights can review recruitment data to identify effective recruiting channels and unique characteristics of candidates who are more likely to succeed in the organization based on successful hires' attributes, skills, and experience. Once candidates are identified, Tellius can help HR teams streamline recruiting efforts via ML-based intelligent alerting to identify bottlenecks in the recruitment process based on time-to-completion of each stage benchmarked against previous hires.

Retention Optimization

Tellius enables HR analytics teams to go from reactively dealing with employee churn to data-driven, targeted retention strategies to keep top talent engaged and motivated, reducing turnover costs and enhancing organizational stability and growth. This is possible through natural language-based ad hoc exploration; ML-based automated insights of employee behavior, performance, and feedback to identify key factors influencing employee retention and satisfaction; and accessible ML modeling to predict employees at risk of leaving.

Real-Time Engagement Tracking

Gain up-to-date insights into onboarding effectiveness, as well as workforce morale and engagement. By analyzing survey data and spotting AI-powered insights, teams can address issues and enhance overall job satisfaction and productivity through timely onboarding process changes or interventions.

Performance Management

Increase transparency around employee performance across various KPIs by making performance data more accessible in natural language, enabling teams to identify excellence or improvement areas. This ultimately facilitates the development of personalized and proactive training plans that support career growth and align individual achievements with organizational objectives. Tellius enables this through cohort and key-driver segment analysis to provide training based on an employee's current training status, education levels, departments, rotations and facilities, and several other factors.

Success Story

The HR department of a Fortune 100 CPG company faced challenges in recruitment efficiency across various regions and product lines. With a complex portfolio and a rapidly changing market, they needed to hire the right talent quickly and at the right cost. The challenge lay in understanding the stages in the recruitment process and which of the stages were causing delays in time-to-hire.

Using Tellius, the HR department conducted a multifaceted analysis of their recruitment processes, including the time-to-completion of each stage. They looked into various channels, positions, regional requirements, candidate profiles, and performance of existing employees across different product lines. By using the Tellius Insights engine to identify bottlenecks in the recruitment process, they simplified their recruitment strategies and understood the unique characteristics that lead to successful hires. As a result, the firm reduced their cost-per-hire by 28% (a \$1.7M savings) by automating decision-making processes and simplifying recruitment workflows; they cut their onboarding time by 72% by identifying inefficiencies in recruitment stages; and perform talent analytics 10X faster than previous manual efforts.

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