

Turning people data into people insights

An introduction to People Science

What is People Science?

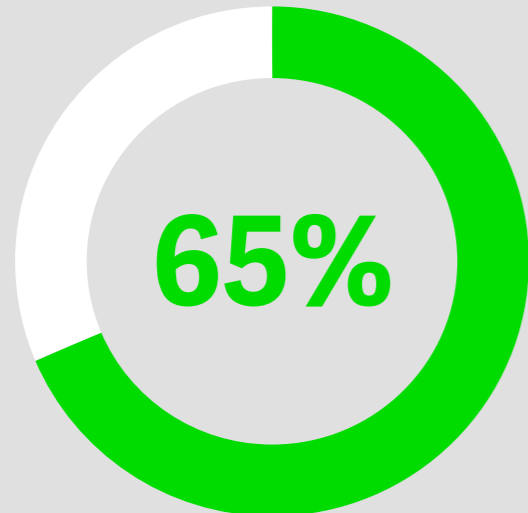
With People Science, organizations can finally use people data to understand how and why the workforce behaves the way it does. Once they've an insight into how their people interact with their environment and how that affects systems and performance, they can go about making better people decisions.



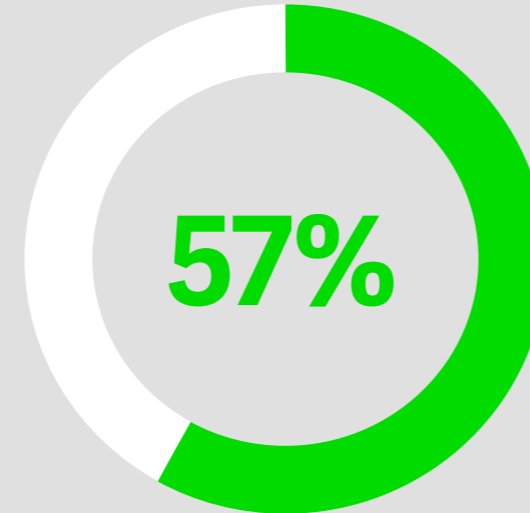
From HR spreadsheets to People Science

Visionary organizations are taking a people-centric approach

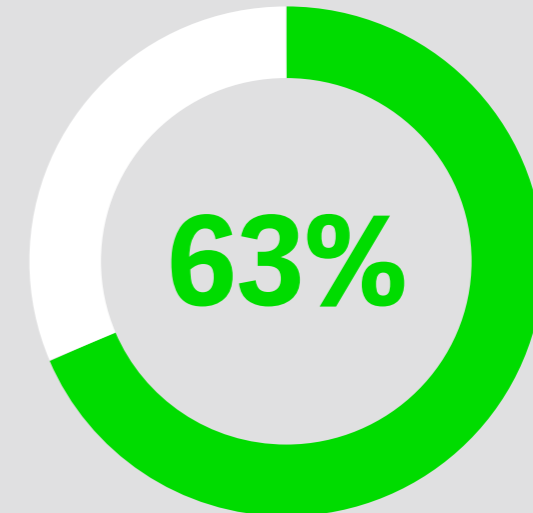
HR Directors are using People Science to attract, retain and engage the right talent. People Science lets HR fully understand employees and gain deeper actionable insights to make better people decisions.



Believe HR teams will include People Scientists within the next 5 years



Cite a lack of analytics/workforce visibility as growth inhibitors

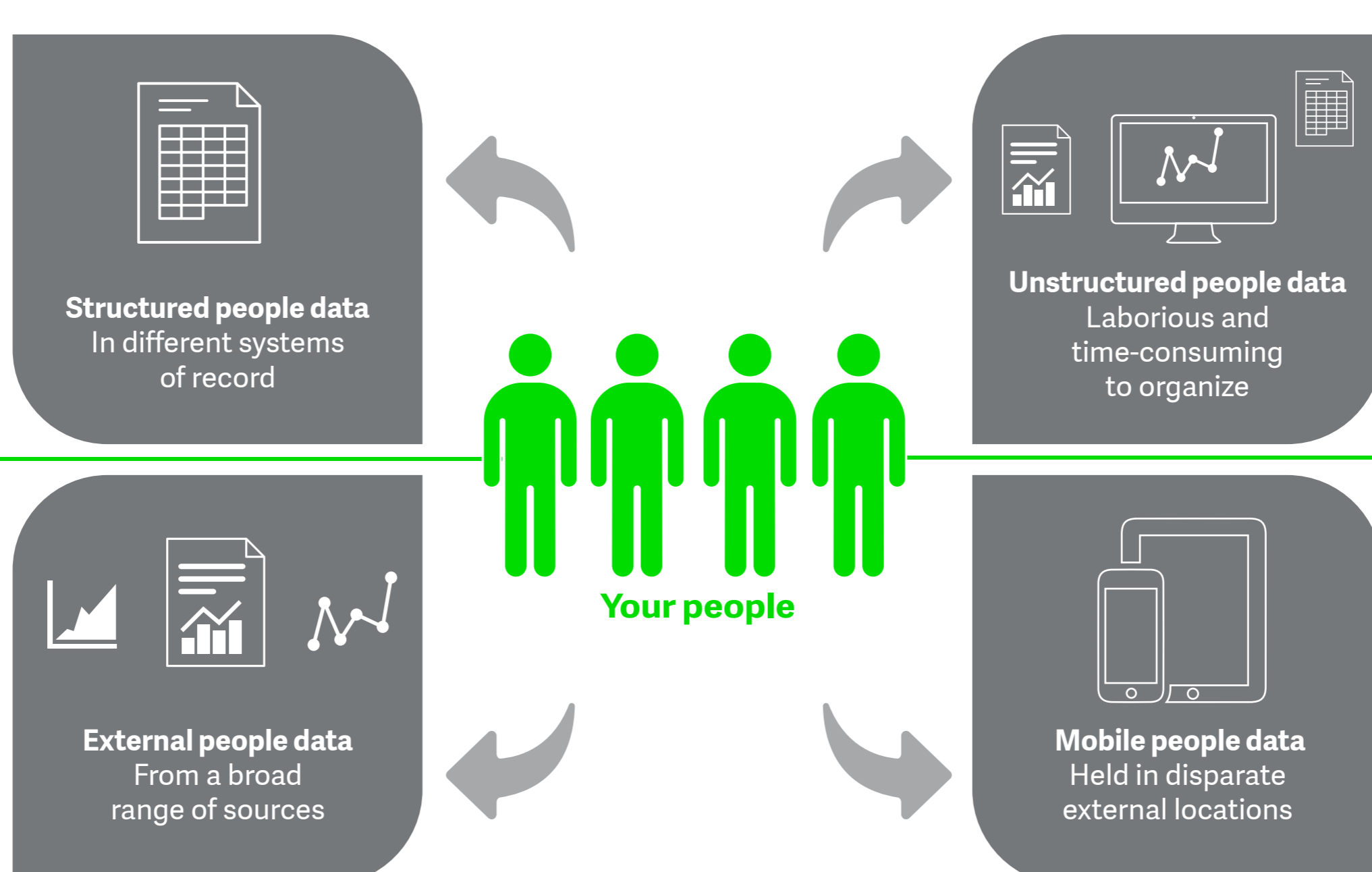


Struggle with disparate people data

// [We are] constantly hiring or on the lookout for new people. We spend a lot of time analysing the data we have available in a hunt for nuggets of insight that could ultimately prove to be valuable in our hiring process. //

Caoimhe Keogan, VP People, SoundCloud

People data is everywhere

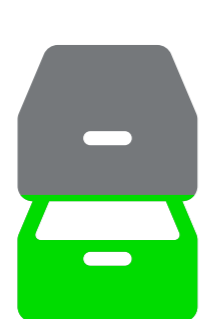


// Creating an identity for each individual would allow us to better leverage the huge amount of data they generate. //

Peter Phelan, Chief People Officer, Shutterstock

A single version of the truth is essential

All people data sources should be integrated into a **single system of record**. This will give complete visibility of all people across the entire organization.



Almost half
of organizations don't have a single HR system of record



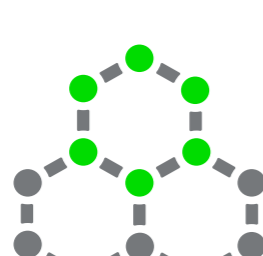
63%
experience pain with disparate data and systems



Only **37%**
use data/analytics in HR to make people decisions

To add to the challenge, there's a range of tools for People Scientists to consider...

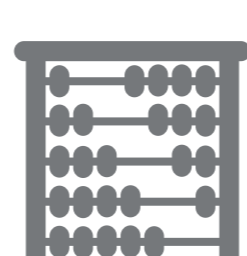
Tools for People Scientists



Scientific theories

Including:

- I-O psychology
- Talent analytics
- People analytics
- Neurosciences



Math & statistics

Including:

- HR Metrics • KPIs
- Normalizing/Reporting
- Analysis



Data technology

Including:

- Statistical software for advanced modeling and analytics

Bringing everything together

With Sage Business Cloud People, companies can bring all their people data together into a single version of the truth, in order to produce more powerful people insights and evidence-based business decisions.



All quoted statistics are taken from 'Becoming a People Company': Insight Avenue research

Know your people. Drive your business.