HR Analytics

360 Degree People Insights

Demand Analysis and Hiring

Budgeting and Planning

Skill Matrix and Training Analysis

Attrition Trends and Factoring

intellicus

Organizations today demand scientific methods to understand human resource needs and nurture people to make the business efficient. Knowing the demand of counts and skills and planning for hiring, training and reskilling, is key to any successful business. Intellicus powered by machine learning based HR analytics gives business leaders insights into demand and distribution of people, prediction of attrition, what-if in budgeting and many more.

360 Degree People Insights

Employee data is spread across multiple systems and sources in different locations. Intellicus can connect to all the different data sources - ERPs, excel sheets, social media, HR portals etc., analyze the data and present the single source of truth for the organization. It enables business leaders to get real time, 360-degree view of complete business - revenue, employee headcount, forecasts, hiring demand, E-SAT and attrition predictions and more.

Demand Analysis and Hiring

Businesses can analyze different data patterns and get predictive insights on hiring demand in next 6 to 12 months. They can also get predictions like how many candidates are likely to accept or reject the job offers and can plan for corrections to be introduced in the process to increase the probability of successful hiring. Intellicus further enables businesses to correlate these insights with expenses and revenue. This enables business heads to foresee the impact on budget of hiring people at different departments, roles and locations.

Budgeting and Planning

Using Intellicus, businesses can analyze various expenses associated with each employee, department or business unit, across multiple locations.

Business leaders can easily drill down into details like location wise spend on salaries, infrastructure vs. revenue and get a what-if analysis on how a change in any expense will impact the revenue in coming days.

Skill Matrix and Training Analysis

Intellicus enables businesses to do complete skill analysis of their employees and identify different training opportunities. Business leaders get insights like how many people need to be upgraded or trained on a new skill or what key skills should be acquired to improve efficiency. In addition, insights on employee scores enable them to see how different trainings are adding value to overall employee performance. Knowing the training needs and their impact enables businesses to plan for trainings well ahead in time and ensure that their workforce is ready for the next new trend, even before it comes.

Attrition Trends and Factoring

Intellicus has inbuilt data science capabilities and can do what-if analysis on all the data including ESAT and past attrition data to predict probable attrition. Business leaders can leverage these insights to make proactive changes and ascertain human resource demand for the coming days.