

The Conference Board ® Human Capital Benchmarking Service

Category: Human Capital Analytics

Here is a sample of the kind of questions we will ask in in this category. This survey should be completed from the viewpoint of the head of the Human Capital Analytics (HCA) function. Please address all questions from that viewpoint. For each category, we will ask you to share:

- *Demographic information (your contact information; the company location/revenue size/employee count/HQ location/primary business; legal structure (state-owned, publicly traded, etc.); distribution of employees around the globe) and briefly describe (100 words or less) what products or services your organization provides and, if applicable, to whom*
- *Staffing distribution and budget data for the function*
- *Top issues you are facing*
- *Innovative approaches to solving business challenges following this format:*
 - *What people-related business challenge were you trying to solve? (200 word max)*
 - *What specifically did you do to address the challenge? (250 word max)*
 - *What specifically was innovative about the approach? (100 word max)*
 - *What were the positive business outcomes from your actions? (250 word max)*
 - *If applicable, what was the ROI for this initiative? (500 word max)*
- *Why should your organization be honored for excellence in this category? (1000 word max)*

Here are a few sample questions from this category:

1. Do you perform any predictive analysis for the workforce? If yes, please provide examples.
2. Where does the strongest demand for HCA insights come from in your organization?
3. Within HR, where does the strongest demand for analytics and insights come from?
4. Does your HC Analytics function use "delivered functionality" versus custom reports?
5. Does your organization have a privacy policy that defines how human capital data is collected, used, stored, and deleted to protect the identities of individuals?
6. How confident are you that your company complies with the European Union's General Data Privacy Regulation (GDPR)?
7. Do you have any programs to increase HR Business Partners' skills in using HC data?
8. Do you have any programs to help staff in other HR functions use HC data?
9. Do you have any programs to help those outside of HR use HC data?