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# People Analytics: Data-driven People Management





In the 1970s, Nobel Prize for Physics winner, Murray Gell-Mann, stated that “the most valuable trait for companies in the 21st century will be the ability to synthesize information”. He was absolutely right.

At that time, no one even ventured to guess the importance of management of huge volumes of data. But here in the 2020s, the ability to turn big data into smart data is an urgent need for organizations—and a game changer.

This is especially true for roles where data and accurate analysis is essential, such as CFOs or Talent Managers. Here, the concept known as People Analytics is beginning to build a reputation.

The core objective of People Analytics is to identify high-impact business solutions based on robust, accurate, timely, well-structured and managed, real-time people-related information within organizations. This information comes from all People Management subsystems, though particularly from payroll; where it is possible to obtain valuable insights to some of the main concerns of talent leaders.

### **People Analytics has the power to transform talent management**

An effective People Analytics strategy should answer questions such as; expected turnover rate for the coming year, success rates of new hires, reasons for different team performances, attributes employees have that add the most value, how to structure compensation, how to determine compensation levels among different business units, the real impact of development and training plans, which of the new hires will become high performance profiles in the next two years, if there are overvalued professionals in the organization—among many others.

In today's challenging times, strategies based on People Analytics solutions are a competitive advantage for organizations that properly implement them. Because, ultimately, the foundation on which this technology (and your organization) rests is talent: those who make things happen.

People Analytics is in its early stages in many organizations, though its use is growing—and it has become an essential component to implementing a culture oriented toward data, continuous learning, and transformation. In this context, global technology solutions can be a differentiating factor.



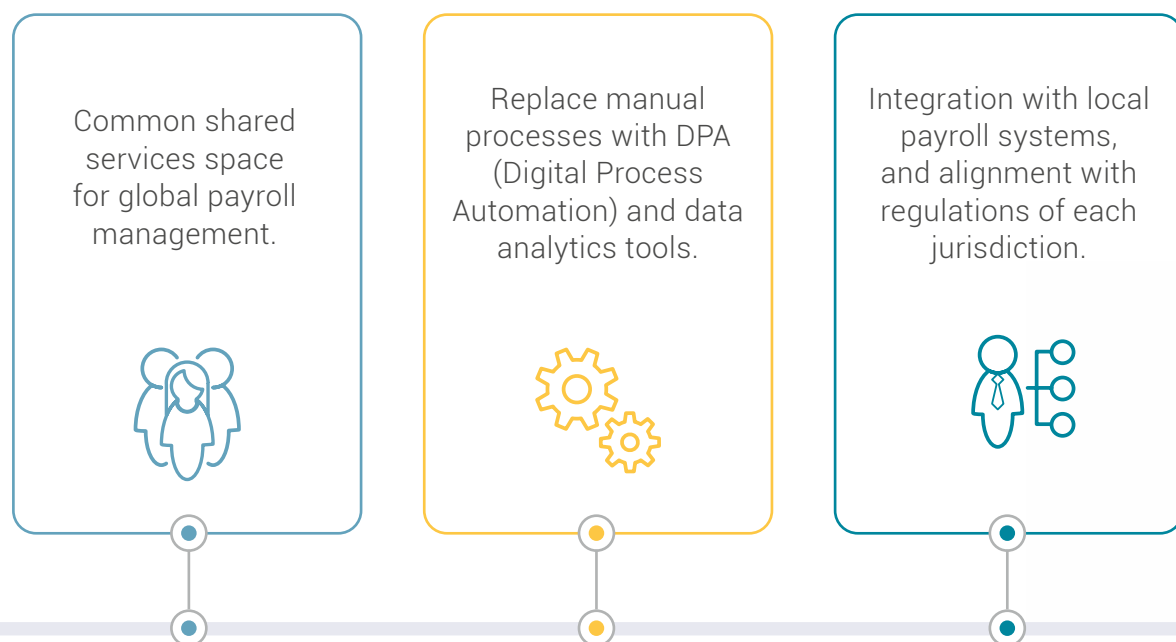
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# Actionable Information in an International People Management Platform

The challenge for companies, especially those in the process of global growth, is to structure payroll, human capital management platforms and other talent subsystems, to collect, organize, and analyze key data points—gaining you deep and diverse insights that can have an exponential impact on your business.

Some advantages of a Global People Analytics Platform may include:



## The international payroll management module of Auxadi's Technological Platform

Auxadi's payroll management module consolidates the international payroll process of all jurisdictions. Within our platform, our clients interact with our teams and monitor the status of the payroll process at every stage.



**REQUEST A DEMO NOW!**

### Safe & Efficient

Hosting the Platform in Azure, and with our Payroll module being GDPR compliant, we control risk management of global operations.

### User-friendly

The whole platform guarantees access and visibility to global data through an easy and intuitive real-time reporting interface.



Information governance, risk mitigation and regulatory compliance (GDPR).



Rapid deployment of the solution in new locations.



Having a Talent Management solution makes the day-to-day work of CFOs and Talent Managers easier.



## Gold Microsoft Partner



### More than payroll management

All the accounting, tax and payroll management data of all your international subsidiaries available on the same online platform; standardizing processes and integrating procedures, people and results.

Auxadi's unique MultiCountry Platform is a solution based on Microsoft technology, hosted on Azure. It includes Dynamics NAV, Power BI, Outlook, Excel, Word, as well as a powerful document management tool that can be linked to your Headquarters' ERP through our exchange data interfaces.



## In summary, a People Analytics strategy will help your business:



Identify turnover patterns / risks, compare them with industry, position, structure, geographic areas, and anticipate talent needs.

Identify travel times, performance issues, and evaluate engagement rates within the organization.



Structure recruitment mechanisms that produce better candidate responses, as well as establish loyalty and engagement strategies.

Objectively identify key, high-performing, and high-potential employees.



Promote reskilling and upskilling, aligned with organizational strategy and change management.

Promote multiculturalism, internationalization, and better careers.



Implement bonus strategies that are fair, objective, transparent, and based on measurable parameters.

Help the financial and people management functions work closely and collaboratively, generating synergies and fostering teamwork.





## Local Knowledge - International Coverage

Auxadi can help with every stage of your cross-border operations.

Auxadi makes your life easier by becoming an overseas extension of your finance department. Our team of experts take care of the accounting, payroll, and tax requirements of our clients.

We serve more than 1,200 clients from many different sectors, and they access information on their international subsidiaries through our unique MultiCountry IT platform, customized to their specific needs.

With subsidiaries in 22 countries, a wide affiliate network, and clients in +50 jurisdictions, we use our Local Knowledge and International Coverage to make your life easier.



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