Predictive People Analytics

Create a data-driven culture with ELMO Predictive Analytics

Track trends, identify risks and forecast ahead

Employees are an organisation's most valuable but also potentially most costly asset. Employers spend thousands of dollars annually recruiting, developing, engaging and motivating top talent. Relying on gut instinct alone to make decisions and manage this valuable resource can be risky. Fortunately, business leaders now stand to benefit from the people-related data at their fingertips.

Using aggregated data collected from ELMO solutions such as Learning, Performance Management, HR Core and Recruitment, ELMO Predictive People Analytics helps HR track trends based on the behaviour patterns of their workforce. Data is presented in easily understandable charts and graphs. From there, process improvements can be implemented to increase engagement and productivity.

These insights can be used to enhance every stage of the employee lifecycle. HR also benefits from clear evidence of how their initiatives add value to the organisation.

Employee Flight Risk Predictions

Obtain employee flight risk insights and identify potential regrettable loss with ELMO's artificial intelligence and machine learning technology.

Data Aggregation and Visualisations

Extract and process data from various ELMO systems to create easily understandable graphs and charts.

'Hire to Retire' Insights

Use multiple configurable dashboards at a central location to view HR and predictive metrics from across the employee lifecycle.

Key Benefits

ELMO Predictive People Analytics extracts and processes aggregated data from various ELMO systems to present data in a single view, allowing seamless cross-functional data analysis to occur. By analysing data from across the employee lifecycle, deep insights can be obtained relating to compliance, productivity, engagement, and more.

Benefitting from innovative artificial intelligence and machine learning technologies, ELMO Predictive People Analytics uses historical data to create models that can predict what's likely to happen in the future – such as identifying employee flight risks at an individual, department and organisation level. With this knowledge, employers can take action to reduce regrettable loss and employee churn, thus saving on new hire costs.

With templated dashboards and data visualisation in the form of graphs and charts, users can easily track workforce behaviour patterns and identify areas for improvement. These insights can then be used to inform their organisation's strategic and tactical business decisions.

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Key Features

✓ Part of ELMO's end-to-end, 'hire to retire' cloud-based platform

✓ Rapid implementation with zero configuration required

✓ Forecast and identify employees that are potential regrettable losses

✓ Combine and compare data in a comprehensive single view to facilitate cross-functional analysis

✓ Identify trends and deficiencies within your business with visualised data

✓ Use out-of-the-box dashboards with pre-built visualisations

✓ Create your own dashboards afresh or from pre-defined templates

✓ Build and view multiple dashboards in a central location

✓ Create data visualisations to add to your dashboard

✓ Customise your dashboard with insights relevant to you and your organisation

✓ Print or download dashboards and visualisations to add to your presentations

✓ Add your frequently used dashboards to your 'favourites' for quick and easy viewing access

✓ Share dashboards with other users within your organisation

Great alone, better together!

ELMO Predictive People Analytics extracts and processes data across several ELMO modules into a holistic dataset to provide valuable employee insights in the form of data visualisations. This provides organisations with a better understanding of their current workforce behaviour patterns to help identify process improvements, track employee engagement and uncover key organisational trends.

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