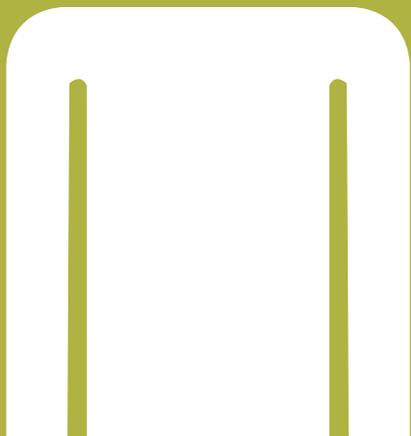


Top **6** Most Requested Workforce Insights



Organizations look for factors they have some control over to analyze and measure their workforce.

Influences on these factors can be difficult to see and come from both inside and outside the company. Workforce analytics provide insight to help companies gather people data, resulting in better decisions for the organization.

Here are 6 of the most highly requested workforce insights.



1 Productivity

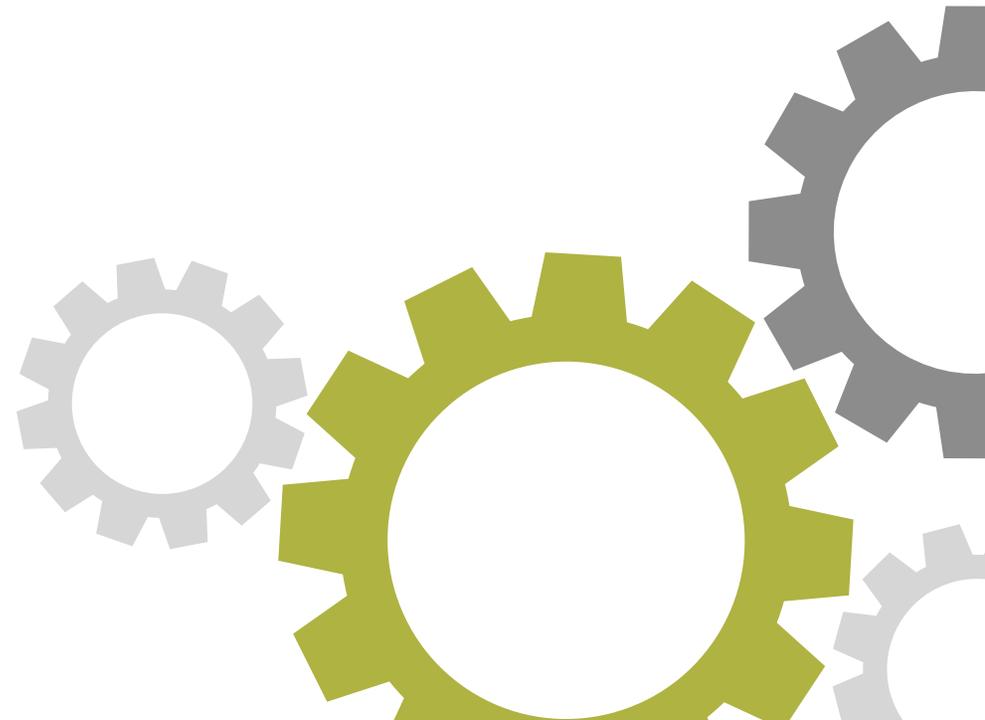
Productivity is simply defined as **what gets done**. It's measured by how much gets accomplished, calculated against a company baseline such as number of units sold or a company target such as revenue. Productivity is the **most important workforce insight**. But why?

Productivity within a workforce can mean the difference between a company succeeding, failing, or just getting by. And it's increasingly important to analyze when things in your workforce start changing.



The Big Picture

ZeroedIn looks at all the factors of your workforce when analyzing productivity—from the macro company level to the micro worker level, and all levels in between.



2 Performance

Performance is more subjective than productivity. It can be described as how well someone does their job. Although it's hard to measure, it's tied to employee compensation which is the biggest investment that companies make. That's why it's **so important to consider**.

Managing Performance is on HR

HR owns employee performance. They provide governance to calibrate ratings among raters as well as manage the compensation process.

Important performance based decisions performed by HR can lead to employee promotions or new opportunities with greater responsibilities.

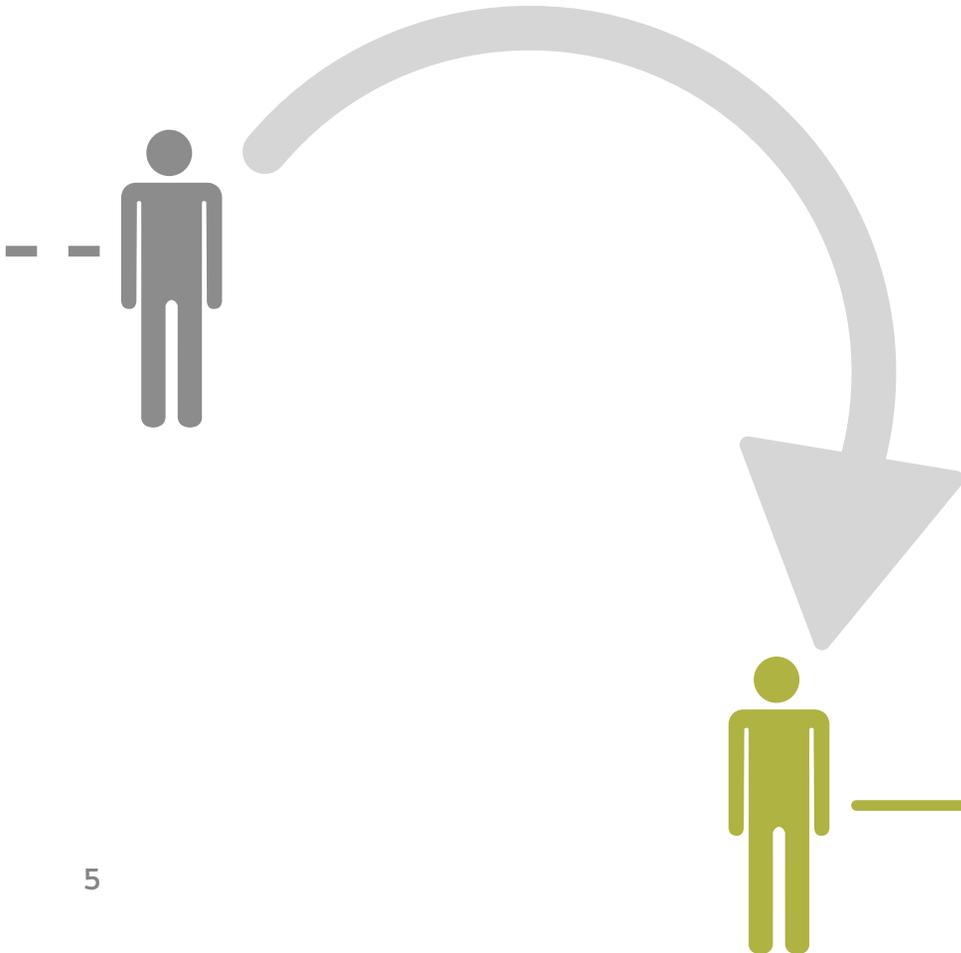
ZeroedIn on Performance Improvement

By working with your data, ZeroedIn finds pertinent information that impacts the specific workforce which in turn, provides insight on what it takes to **increase overall performance**.



3 Turnover

Employee turnover is a **large concern for businesses**. Conventionally, it's the number of people who leave a company either voluntarily or involuntarily, both resulting in positions that need to be filled. It's also the ratio between number of separations and the average number of employees within any given time period.



Turnover Equals Big Bucks



Reducing turnover just one percent for every 1,000 employees can save a company an average of **\$1 million per year**.

What Gets Measured Gets Changed

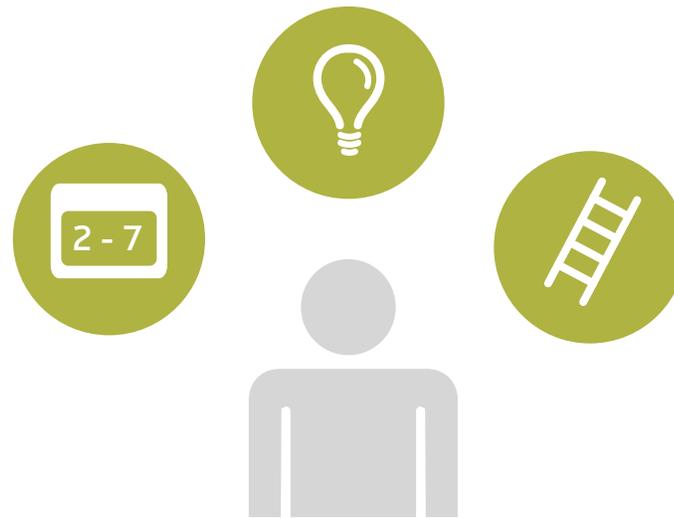
ZeroedIn identifies the root cause of why employees separate. With this information you can make changes to reduce turnover and drastically affect your bottom line.

4 Mobility

Mobility is the path that an employee takes within an organization, leading to different work experiences that can affect employee performance both positively and negatively.

Examples of Mobility

- Moving up or down the corporate ladder
- Lateral moves
- Role or department changes
- Rotational assignments
- Status changes



Finding the Right Blend

ZeroedIn determines the cause and effect between mobility and employee performance. Identifying the right blend between tenure, experiences, and performance will help you **maximize your investment in people.**

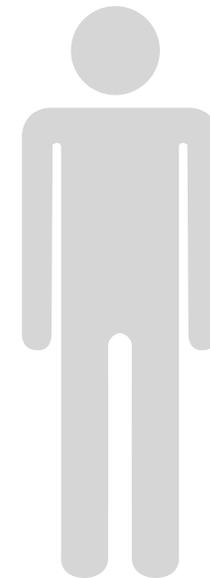
5 Labor Hours

Labor Hours is the amount of time an employee spends working and getting paid. It's measured as a unit of work carried out by one person in one hour. Effort equals outcome.



Labor Analytics Expose Employer Risks

Measuring labor hours, ZeroedIn helps organizations **identify potential areas of concern** when it comes to risk and liability. Management can take action to reduce overtime, monitor annual leave balance and costs, and minimize unplanned leave.



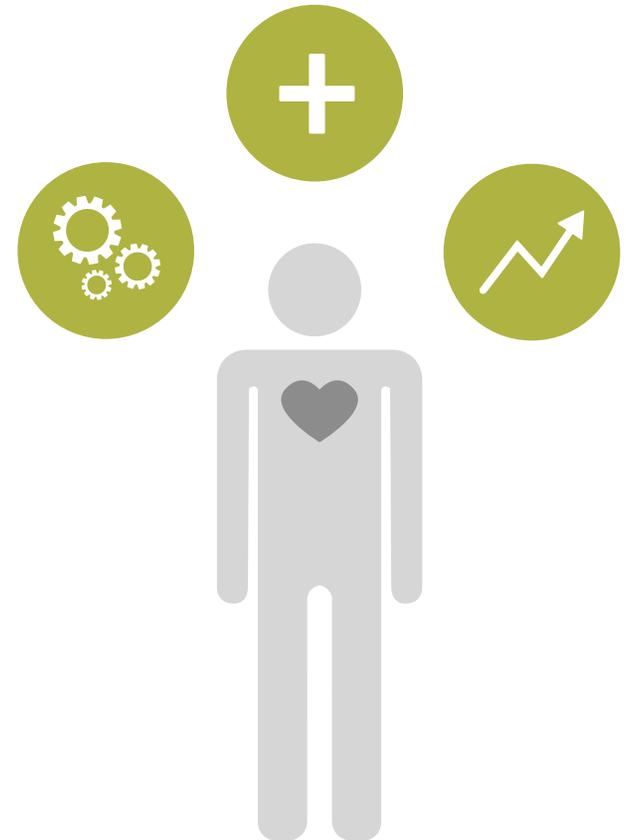
6 Engagement

Employee engagement is defined by loyalty and obligation to a company's outcomes. Engaged employees are the **biggest promoters of a business**. They are more likely to stay with the company, perform well, recruit new talent, and be as committed to company goals as their own professional goals.



ZeroedIn Expedites Time to Action

By providing survey and workforce analytic tools, ZeroedIn **quickly identifies** trends and patterns amongst organizations that have lower engagement scores than others. Traditional root cause is costly and takes months.



These insights are complex. Analyzing them and discovering patterns is not a simple task if you go it alone. Companies can accelerate sound decision making by leveraging the workforce intelligence embedded deep inside your people systems.

ZeroedIn takes the complexity out of workforce analytics and puts the **power of workforce intelligence **at your fingertips**.**



About Zeroed In

ZeroedIn's workforce intelligence platform measures and analyzes human capital factors such as turnover, contingent labor, employee fraud, skill shortages, revenue leakage, and other key areas that impact profitability and competitiveness.

For over 12 years, ZeroedIn has been serving clients by providing quality software solutions and exceptional service.

Learn how you can leverage the ZeroedIn workforce intelligence platform to accelerate innovation across your workforce and your business—contact ZeroedIn today.

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