

SAP SuccessFactors 

# Building HR Analytics Capabilities for HR Business Partners **CA Public Sector Network**

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PUBLIC

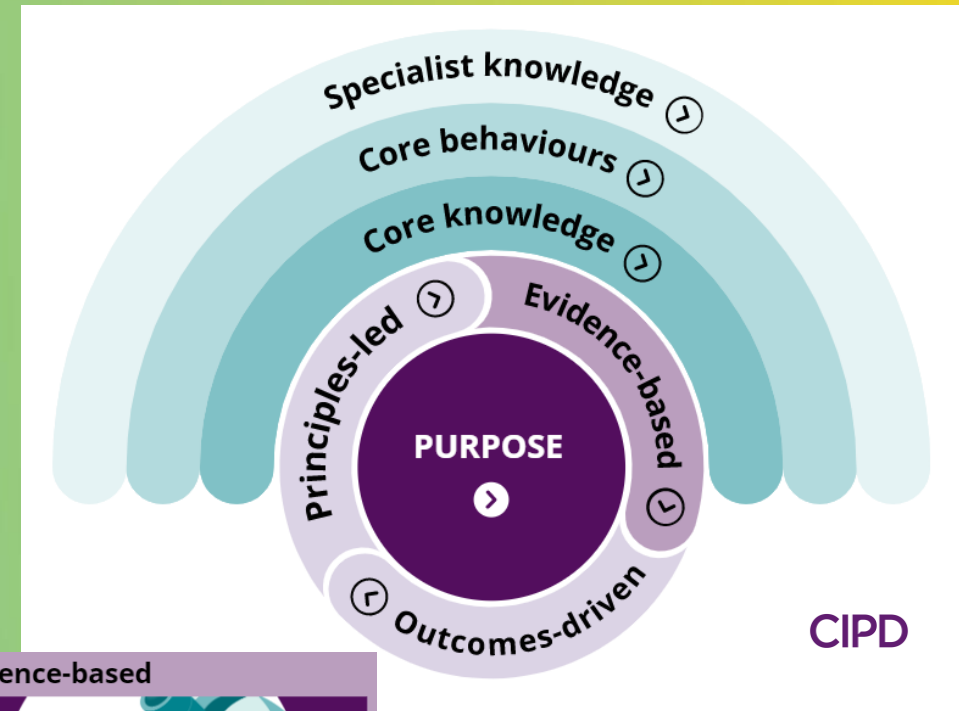


# Data-Driven Decisions as a Core Competency



**CRITICAL EVALUATION**  
The ability to interpret information to make business decisions and recommendations.

|                          |                       |                              |
|--------------------------|-----------------------|------------------------------|
| DECISION-MAKING<br>      | CRITICAL THINKING<br> | MEASUREMENT & ASSESSMENT<br> |
| RESEARCH METHODOLOGY<br> | INQUISITIVENESS<br>   | KNOWLEDGE MANAGEMENT<br>     |

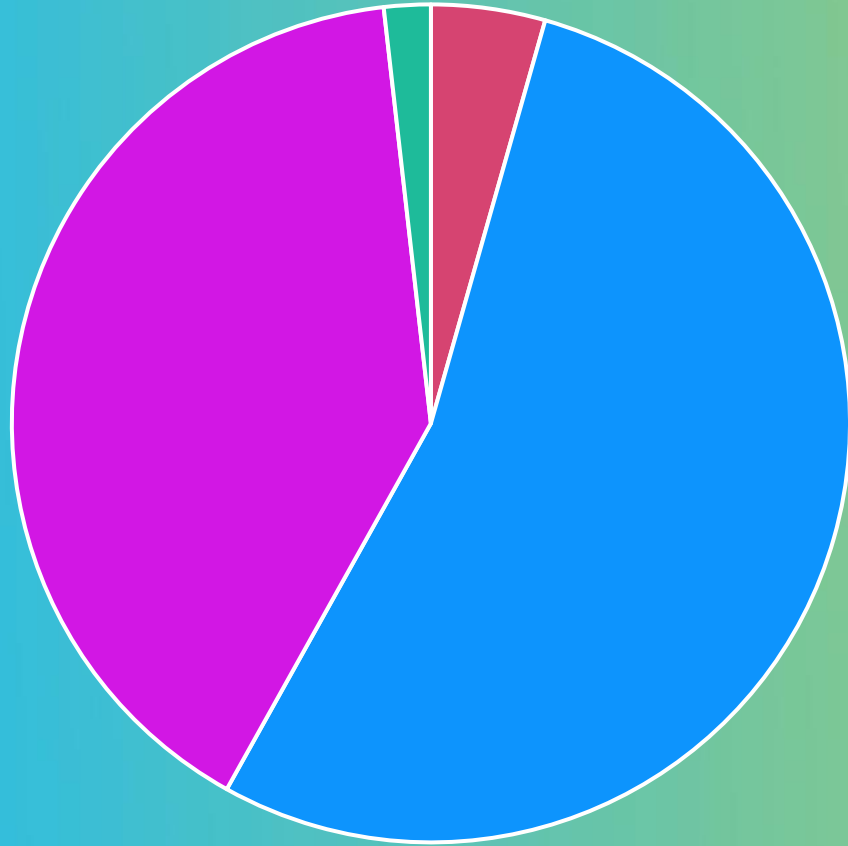


**Evidence-based**

Add weight to your professional judgement by supporting your case with strong evidence from diverse sources.



# How are HRBPs viewed when it comes to solving problems with data?



■ Ignored ■ Transactionally ■ Core Team Players ■ Experts

## **Ignored – 4%**

*It's rare that anyone comes to us for data*

## **Transactionally – 54%**

*We're seen as sources of data, but nothing else*

## **Core Team Players – 40%**

*We're central to linking data, people, and the business*

## **Experts – 2%**

*We are seen as the people to turn to for data-driven problem solving*



# How to Help Your HRBP's (and HR in General) Lead with Insights



“Nothing changes until  
**people** do.”



# Thank you.

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