

People Based Business Intelligence-An Inward Look

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Abstract

Business intelligence looks out the contemporary approach to manage the personnel that move reporting and to do analysis away from inward-looking HR Metrics into a broader business framework. A grouping of software tools, automated process and evolving the prioritizing people management, business intelligence all these gives an organizations a greater scope into their employee database and helps to boost Human capital management to the next perspective.

It's difficult to gather the information from employees, this people based business intelligence provides meaning in business context, it transforms the importance of HR reporting and analysis. People based business intelligence is an effective data management strategy, pulling people related information together and centralizing the accessibility. In some organizations the HR functions lack the necessary analytical skills to give the best output to their employees. In future service providers are likely to step into offer these skills as an additional outsources services.

Keywords:-*Business intelligence-automation-HR Metrics-outsourced services-Inward look*

INTRODUCTION

Many owners have been very slow in adopting business intelligence; main

reason is due to lack of knowledge. But BI can be an integral part of any operation.

All the business can benefit from Business intelligence.

Reasons for Business Intelligence:

➤ *Productivity Increase*

In the traditional data was gathered and users need to compile and analyse the data. This results in time consuming and also errors raised but in case of Business intelligence, the data can be pulled and used properly without any bias.

➤ *Sales Increase:*

With the help of this business intelligence, customer relationship management becomes easier as the customers are been tracked regularly and their need and wants also can be tracked.

➤ *To Achieve Goals:*

As the customer information can be tracked easily and their needs and wants re known by the company so this helps the company in achieving the aim.

➤ *Return on Investment:*

Better strategic awareness will result in decreased operating cost and accessing quality data. This makes the positive influence to the company and also boosts them to the next level.

➤ *Consumer Behaviour:*

Once you are clear about the customer needs and wants. This gives you the information to develop products that watch the current trends and improve profitability and the area where we are lacking and where lot of concentration to take.

BUSINESS INTELLIGENCE ADOPTION IN HUMAN RESOURCES

Business Intelligence is gaining rapidly in popularity, faster than most expected. it was found that Business intelligence platforms, performance management software and analytic applications were used in the industry nowadays. There were tremendous opportunities in business intelligence and large number of merger and acquisitions of Business intelligence companies. They also offers HR Modules long with business intelligence.

FEATURES INCLUDED:

➤ *Workforce Planning:*

The HR department can come to a conclusion of current workforce trends and their future plans. This may help in recruiting and learning.

➤ *Workforce Cost Planning And Simulation*

This supports HR professionals in all workforce cost planning tasks and

empowers HR executives to develop effective strategies.

➤ **Benchmark**

Once the company is clear about the goal it can be compared the external benchmarks with internal operating thresholds.

➤ **Talent Management Analytics And Measurement**

This helps in finding the effective employees and how talent they are and in what ways they can be improved. Analysing the cost-effectiveness of employee compensation programs

➤ **Strategic Alignment**

Using the balanced scorecard framework with predefined scorecards which may integrate the department and lead to align the employee goals

ALSO IT RESULTS IN ADDITIONAL FEATURES

- Predicted turnover percentage
- Causes of voluntary termination
- Organization exposure
- High risk by job category
- Top employees at high risk
- Top performer

INDUSTRY HESITATION

- ❖ Cost concerns
- ❖ Breakdown and recovery challenges
- ❖ Consumption of lots of resources and time
- ❖ Lack of human like acumen

UNKNOWN APPLICATIONS OF BUSINESS INTELLIGENCE:

1. University admissions
2. Federal government
3. Social media
4. Food industry
5. Libraries
6. Cruise lines
7. Video games
8. Fashion
9. Public transportation
10. Public utilities

CONCLUSION

This contemporary approach is very much essential in this modern world. Finally the HR can take an evidence based decision which will have a clear record behind it. This can be used “hiring process to letting go” process and also it measures the quality of a prospective employee. By this Business intelligence it manages the

complex work into healthy HR in an organization.

REFERENCE

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