HR Analytics Maturity Levels Self-Audit

01 At my organization HR is involved in data-driven trend analysis and data benchmarking

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Agree
- ☐ Strongly Agree

02 At my organization HR provides dashboards with relevant metrics to managers and/or executives

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Agree
- ☐ Strongly Agree

03 At my organization HR can analyze attrition rates for different groups of employees, for instance high potentials vs. low potentials

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Agree
- ☐ Strongly Agree

04 At my organization HR decisions are based on data analysis

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Agree
- ☐ Strongly Agree

05 At my organization HR runs analyses based on integrated data from different systems, like performance management, pay and recruitment

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Agree
- ☐ Strongly Agree

06 At my organization HR provides actionable solutions based on data analysis

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Agree
- ☐ Strongly Agree

07 At my organization we have a dedicated HR officer (CHRO) in our board of directors

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Agree
- ☐ Strongly Agree

08 At my organization HR continually develops predictive models to support strategic decision making

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Agree
- ☐ Strongly Agree

09 At my organization HR engages in (strategic) workforce planning based on scenarios created using predictive models

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Agree
- ☐ Strongly Agree

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