# How KNIME Maximizes Scalability and Business Impact in People Analytics

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*Life forward*

# Welcome!

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# Business impact requires scalable, impactful data.

Finance data: centuries

Production data: 1920's

Marketing data: 1940's

IT data: 1960's

...but what about HR?

# 3 Reasons HR is ripe for strategic data: People Analytics

Data science wasn't easy...until very recently (you had to be able to code)

Although People Science is > 100 years old, data not routinely collected until recently.

Largest line item on the P&L for most orgs? People.

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# KNIME is ready for People Analytics. You don't have to:

Pay (now)

Beg

Hoard
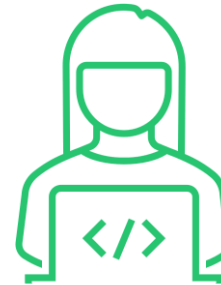
Settle

Force-fit

Scour

Code

Critical Context:
Historically, the skillset in HR is People First (not data first)

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# Example #1: People Analytics from the Ground-Up

- Built initial foundation of entire ecosystem in *weeks.*

- Similar tools take a year or more, simply to move through approval processes

  - RFQ, RFP, required vendor comparisons

  - Privacy Impacts

  - Security assessments

  - Competitive Sourcing
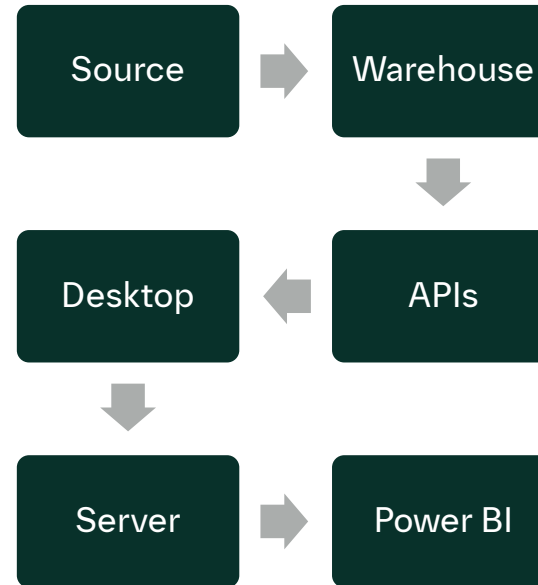
Result:
Voracious demand; embedded with senior leadership; action

Source → Warehouse

Warehouse → APIs

APIs → Desktop

Desktop → Server

Server → Power BI

# Example #2: Streamlining Talent Acquisition

- Existing processes based in Excel formulas

- Transition to KNIME: cut workload in half

- Cleaner data, more consistent reports

- Prepared for "heavy lift" annual reporting well in advance

Result:
Cut time by 10-fold; TA pivot to strategic

# Example #3: Integration of Machine Learning (ML)

- Quant wasn't telling us what we needed

- Leaders needed "data that are alive".

  - ...too much work

  - ...cherry-picking?

  - ...bias?

Result:
Deliver qualitative at scale; lightspeed
insights on the why

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Perhaps **simplicity** is the natural progression of People Analytics

# Q&A

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# Value of KNIME for People Analytics Takeaways

**Simplicity**
- Design for People First professionals

**Scalability**
- Ready today: Desktop
- Scale for tomorrow: KNIME Business Hub)

**Strategic Impact**
- 90% consulting, 10% data
- Tool should be the glasses, not the movie

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