

# The State of Technology, Data and Metrics Across Employee Relations

Post #MeToo, it's crucial for organizations to know what is going on in their business. But how many have the tools in place to gather data efficiently and use it to drive proactive change?

HR Acuity surveyed employee relations professionals at 158 large organizations, representing 4.4 million employees globally, to find out. We outlined three key takeaways to help improve your organization:

**4.4 MILLION**  
EMPLOYEES SURVEYED

**1**

**Employee Relations (ER) data is helping organizations gain essential insights and drive strategic business outcomes.**

TOP REASONS FOR USING DATA:



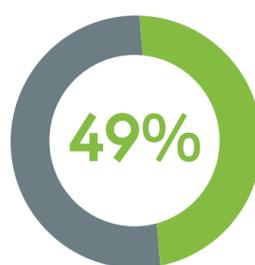
to provide insights into employee behavior, engagement and performance



to share important insights with the C-suite



to integrate ER data with business performance data for further analysis, up 31% since last year



to improve policies

**OUR TAKE**

ER data is valuable, and integrating it across an organization helps companies proactively identify areas of concern, improve employee performance, and drive business outcomes.

**2**

**Manual, outdated processes for managing ER data are still the norm, but the future shows signs of change.**



50% of organizations are still using manual methods or tools not intended to capture ER data, such as Excel spreadsheets.



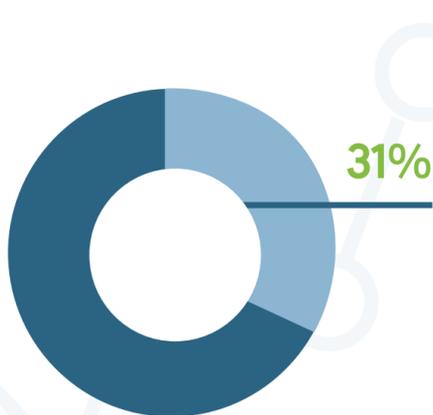
but 44% said they plan to transition to ER-specific technology in the next year.

**OUR TAKE**

Manual methods and generic solutions are inconsistent, lack reporting or analytics and increase risk. Encouragingly, adoption of ER/HR technology solutions is set to rise in the next year.

**3**

**When it comes to predictive analytics, organizations are all talk, and little action.**



Just 31% of organizations are planning to use employee data for predictive analytics in the next year.

**OUR TAKE**

In the post #MeToo environment, organizations need to embrace analytics to proactively track and respond to trends and risk. By doing so, ER teams can help drive business strategy and deliver better outcomes, ultimately leading to more positive workplaces. Adopting the right technology and processes is critical to achieving this goal.



The workplace is changing, with new demands for transparency. Employee data can give business leaders the knowledge they need, helping them see trends and spot emerging issues. But without the right tools in place to track, manage and analyze it, data is just data.