

Top 10 HR Analytics Solution Providers 2016

| Company | Management | Description |
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| Aasonn Naperville, IL aasonn.com | Randy Womack CEO | Offering HR as a Service, providing human capital management and services in the cloud |
| Activ8 Intelligence Austin, TX activ8intelligence.com | Mathew Lymbery Founder & CEO | A system that intelligently combines all employee data, together, automatically finds analytics and predictive insights and presents result in english |
| EPAY Systems Chicago, IL epaysystems.com | Frank Ruffolo CEO | SaaS provider of seamless human capital management technology and services designed to help medium to large businesses manage their workforce |
| GattiHR Medfield, MA gattihr.com | Tom Connolly CEO | Human capital services firm providing clients with retained search, workforce analytics, and HR technology solutions |
| Glint Redwood City, CA glintinc.com | Jim Barnett Co-Founder & CEO | Leveraging real time people data to provide the managers holistic view of the organization's health, the insight to predict problems, and direction to take action |
| Human Capital Growth Vacaville, CA humancapitalgrowth.com | Dr. Shreya Sarkar Barney President | Maximizing individual, team and organizational performance through the science of human performance and evidence-based solutions |
| OneSource Virtual Irving, TX onesourcevirtual.com | Brian Williams Co-founder & CEO | Provides data and analytics as a consulting service on the Workday platform, in addition to implementation, BPaaS and Application Management Services |
| PeopleFluent Waltham, MA peoplefluent.com | Charles S. Jones Chairman & CEO | Leveraging HR analytics to drive business process and employee engagement |
| TTI Success Insights Scottsdale, AZ ttisuccessinsights.com | Rick Bowers President | A provider of multiple science assessment tools helping global organizations in their talent management efforts |
| Visier San Jose, CA visier.com | John Schwarz CEO & Founder | Visier connects organization's ATS data with workforce data to see what recruiting decisions lead to the best employees |

HRTECH TOP 10 Outlook HR Analytics SOLUTION PROVIDERS 2016



The workforce, the workplace, and the work itself are undergoing an exponential transformation curve. A data-driven statistical employer-employee relationship has been established by this novel epoch of HR analytics. Data has been generated from a number of sources, ranging from surveys and tracking employee life events to their performance numbers and attendance to improve employee performance. The new generation of HR executives are correlating business and human resource data to predict future outcomes, rather than making reactive decisions.

Analytics is also being leveraged for effective talent management by accurately profiling and segmenting employees, enabling firms to make informed decisions across a range of activities such as sales forecasting, customer retention, insurance pricing, supply chain optimization, campaign management, market research, and credit scoring. By employing analytics for appropriately utilizing the ever-increasing large volumes of data, organizations are exploring new possibilities. With HR analytics, enterprises today are proactively interpreting data that helps them identify new trends or issues, to enable smooth operations across departments.

With a multitude of vendors offering HR Analytics solutions critical to the business needs of organizations, it can be quite toilsome for the CIOs to zero in on the right fit for their enterprise. To help navigate this constantly shifting HR Analytics landscape, our distinguished selection panel, comprising of CEOs, CIOs, VCs, industry analysts and the editorial board of HR Tech Outlook has narrowed down the selection to the final 10 HR Analytics Solution Providers that exhibit competence in delivering advanced analytics technology to create a digital HR Tech footprint.

We present to you HR Tech Outlook's Top 10 HR Analytics Solution Providers 2016.

Human Capital Growth Driving Employee Productivity through Analytics

The world's most successful companies invest in talent management practices grounded in the science of human performance," informs Dr. Shreya Sarkar-Barney, President, Human Capital Growth. Human Capital Growth (HCG) helps organizations maximize talent outcomes using science, analytics, and empathy. Dr. Sarkar-Barney argues that "we have based our solutions on scientific blueprints and decades of practical application. This unique, evidence-based combination gives our clients a competitive advantage in all of their talent-related processes, including attracting, engaging, advancing, and retaining employees at all levels." Combining these approaches with a measurement and analytics strategy allows organizations to uniquely target their needs and achieve predictable outcomes, adds Dr. Sarkar-Barney.


HCG's focus is in both leadership excellence and talent management. Through HCG's Leadership Excellence services, clients can find the best candidates for specific role requirements. For leadership engagements, HCG helps clients engage their teams by diagnosing gaps, aligning leadership teams, and holding tailored development workshops that often leverage the latest learning technologies. "By combining self-awareness, skill development, and strategic planning, along with development and coaching services, we help accelerate growth of leadership teams, often with our unique Learning Management System," explains Dr. Sarkar-Barney.

The company's Talent Management Excellence services uses design thinking methodology. HCG's services enable clients to uncover business needs and craft the right talent solution that is anchored in the latest science. "Our talent system's audit practice, rapidly evaluates a company's programs and processes, and assesses their effectiveness in achieving the desired results, faster," points out Dr. Sarkar-Barney. With the help of HCG's analytics team, customers can derive actionable intelligence on talent outcomes like

accelerated growth and improved program delivery. Leaders, managers and HR professionals can gain credentialed skills with HCG's education offerings. The company's digital learning and talent analytics services are specially designed to transform HR through evidence-based solutions.

HCG's mission is to help organizations and employees thrive together. "We focus on small group of customers at a time, to help them achieve remarkable results in their people practices," says Dr. Sarkar-Barney. For instance, a large multinational was struggling to gain value from an outsourcer, despite millions of dollars invested in the partnership. HCG was able to comprehensively solve the problem with solutions that included consulting, diagnostics, analytics, and action planning. The breakthrough came from leveraging the established behavioral patterns of high performing teams. The HCG data scientists leveraged this framework for data collection and analytics to isolate the root cause. Using this information, HCG was able to engage the leadership teams of both companies—MNC as well as the outsourced firm, to have focused conversations on how to address their issues. "The conversations powered by evidence and analytics enabled our client to focus on what matters the most and achieve goals within the established timeframe. The end result has been a strong partnership between the two companies extending over a

period of eight years."

HCG vests its focus on innovation, particular in achieving the right blend between high-tech and high-touch solutions to enable greatness in organizations. Digital learning is one of those areas. "We use gamification in our digital learning experience for greater customer engagement," states Dr. Sarkar-Barney. Treading ahead, HCG is also working towards crafting offerings geared towards developing managers to be talent leaders. "We are going to enable training for managers on our digital learning platform. Using analytics and mentor support our goal is to develop a talent mindset among managers," she concludes. 



Dr. Shreya Sarkar-Barney

We have based our solutions on a number of blueprints derived from scientific studies and meta-analyses