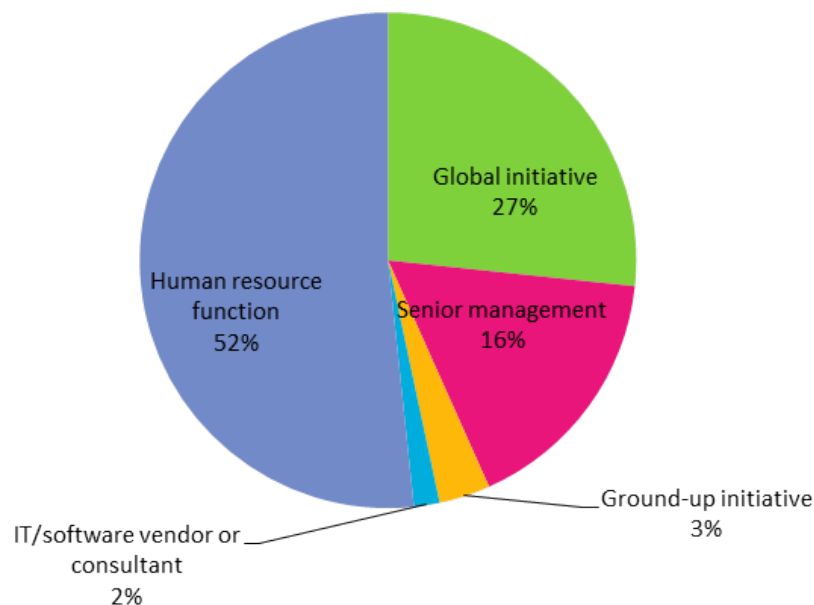


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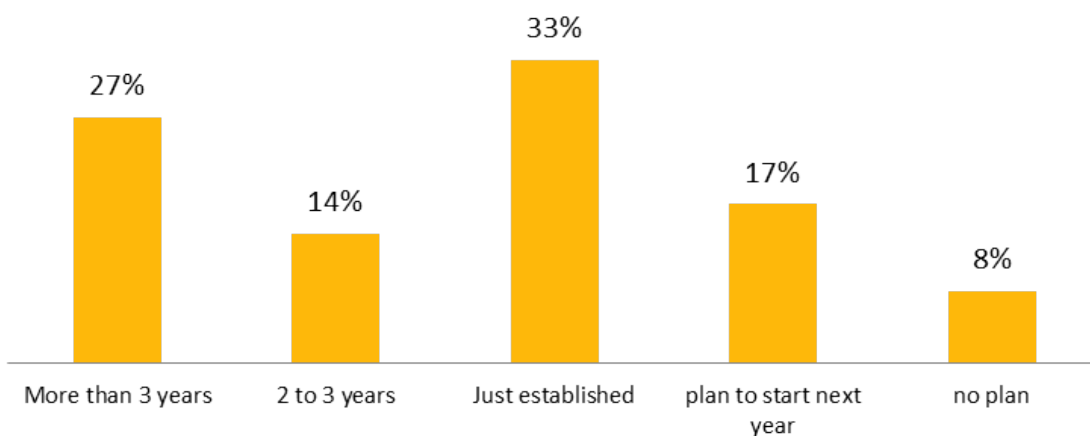
The Outlook for Workforce Analytics Capabilities in Asia

In 2015, the Workforce Analytics Institute surveyed HR practitioners in Asia and found that 86% of organizations have plans to increase their analytics capability over the next two years. In our most recent survey, we reached out to respondents to learn about their organizations' rationale for analytics capacity building in Asia.

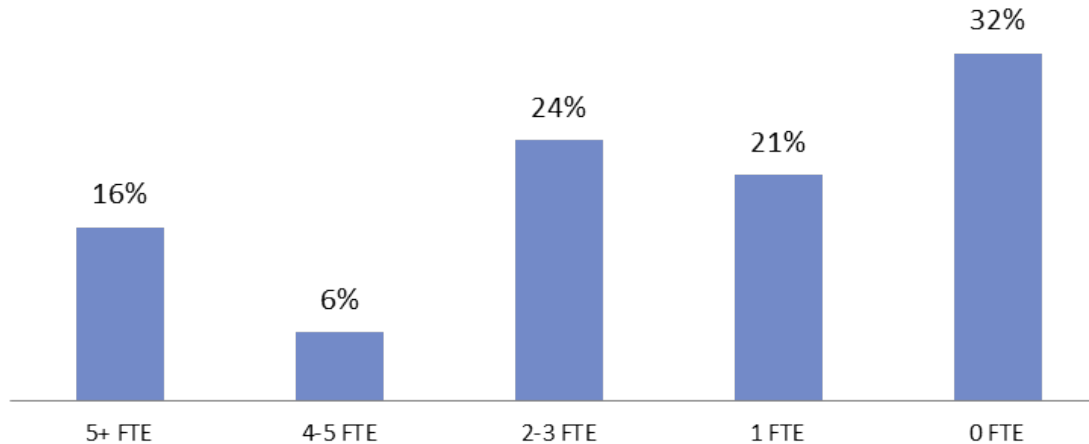
What/who drove the impetus for starting the Workforce Analytics Function?



For how long has a Workforce Analytics Function existed in your organization?



How many full time employees (FTE) are dedicated to Workforce Analytics Function in your organization?



Source: The Workforce Analytics Institute, surveys of HR practitioners in Asia-Pacific. Note: Some percentages may not add up to 100 due to rounding.

Key findings from the survey:

- HR is a key driver in pushing for workforce analytics.** Over half (52%) of the respondents identified the Human Resource function as the impetus for building an analytics capability. For the remaining organizations, 27% of surveyed companies started their analytics function as a result of global initiatives, and in another 16% senior management had initiated the analytics function.
- 41% of companies have been in the analytics space for more than two years.** In particular, 27% of companies have had an analytics function for more than three years and 14% of companies have had an analytics function for two-to-three years.
- The number of full time employees in the workforce analytics function is low.** Although analytics capability building is a priority for employers in Asia, 32% of companies have no FTE dedicated to this function. 77% of organizations have three or less employees in their analytics team. At the other end of the spectrum, there are a select number of organizations that have managed to build up their analytics team, with 16% of companies having more than five FTEs dedicated to the analytics function.

In summary, analytics capability building in Asia is in its early stage. However, there is some evidence that organizations are slowly moving towards increasing their workforce analytics capability.

WAI Insights is a regular newsletter that highlights high-impact research nuggets to help organizations be cognizant about data to drive fact-based business decision-making.

For more information, refer to our research sources:

[Workforce Analytics: The View from Asia](#)

[Big Data Doesn't Mean Big Brother \(Implications for Asia\)](#)

[How Do I Get Started in Workforce Analytics](#)

[Human Capital Analytics: A Primer](#)