

## HR Happy Hour 179 – Data Driven HR



HR Happy Hour 179 – Data Driven HR (Live from Equifax Workforce Solutions Forum 2014)

Recorded Tuesday, April 1, 2014

Hosts: Steve Boese, Trish McFarlane

Guests: Dann Adams, President, Equifax Workforce Solutions and Mike Psenka, Senior Vice President Workforce Analytics, Equifax Workforce Solutions

Last week Steve and Trish were able to attend Equifax Workforce Solutions Annual User Conference in Scottsdale, AZ and sit down with Dann Adams and Mike Psenka to talk about some of the ways that more advanced capability and increased availability of data and analytics are changing the way HR gets done, and increasing the opportunities for HR to contribute significant business value.

Data is increasingly the 'must have' resource for HR leaders. It can allow the leveraging of that data and the related insights on pay, turnover, and job movement from a wide swath of industries and millions of data points in order to give organizations a better understanding of how their workforce trends stack up to their peers. It also means using data and decision support tools to ensure the organization is making the right decisions and remaining compliant with complex ACA requirements.

On the show, Dann and Mike share a few examples and offer some insights as to how HR organizations can get the most value from these data driven approaches.

This was a fun and informative show and I would like to thank Dann, Mike, and everyone at Equifax Workforce Solutions for allowing the HR Happy Hour Show to be a part of Forum 2014.