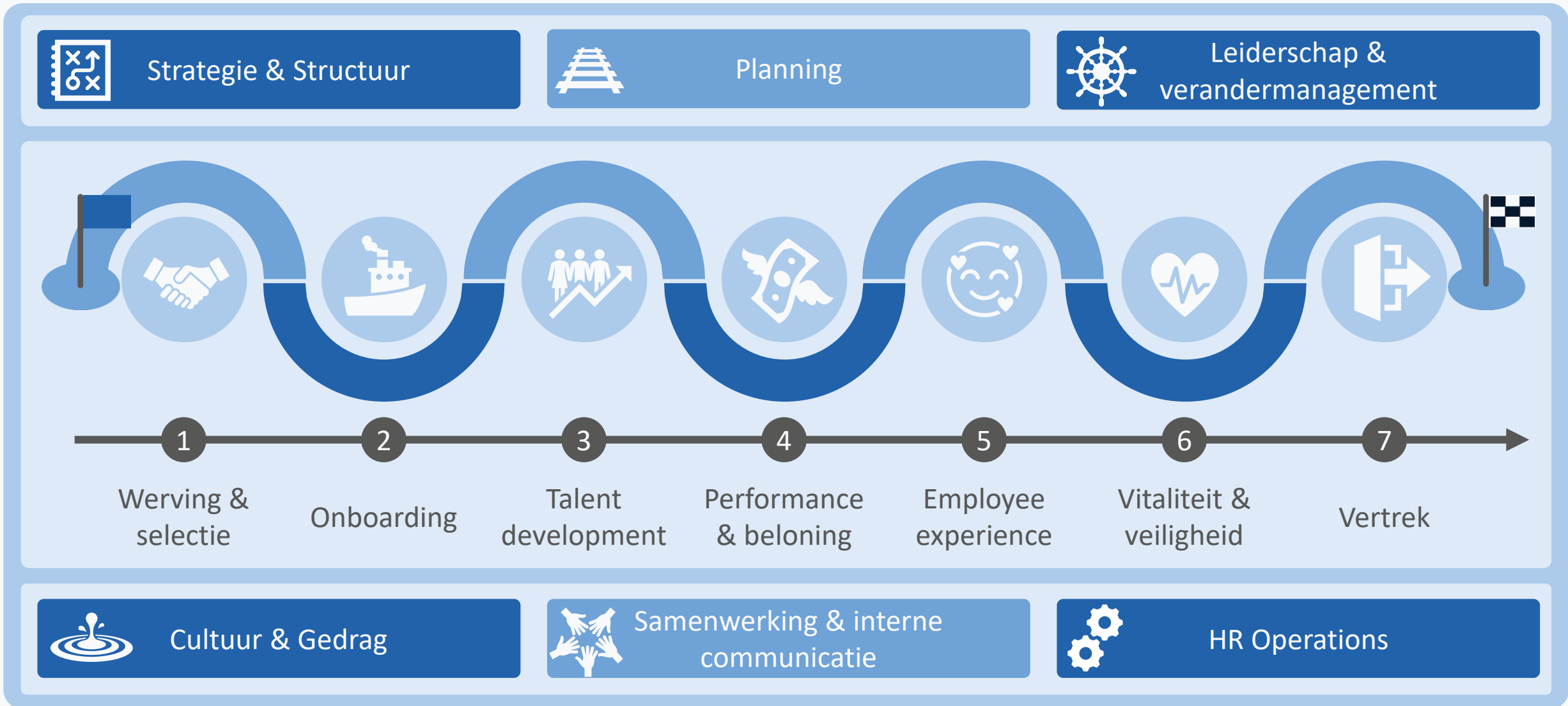
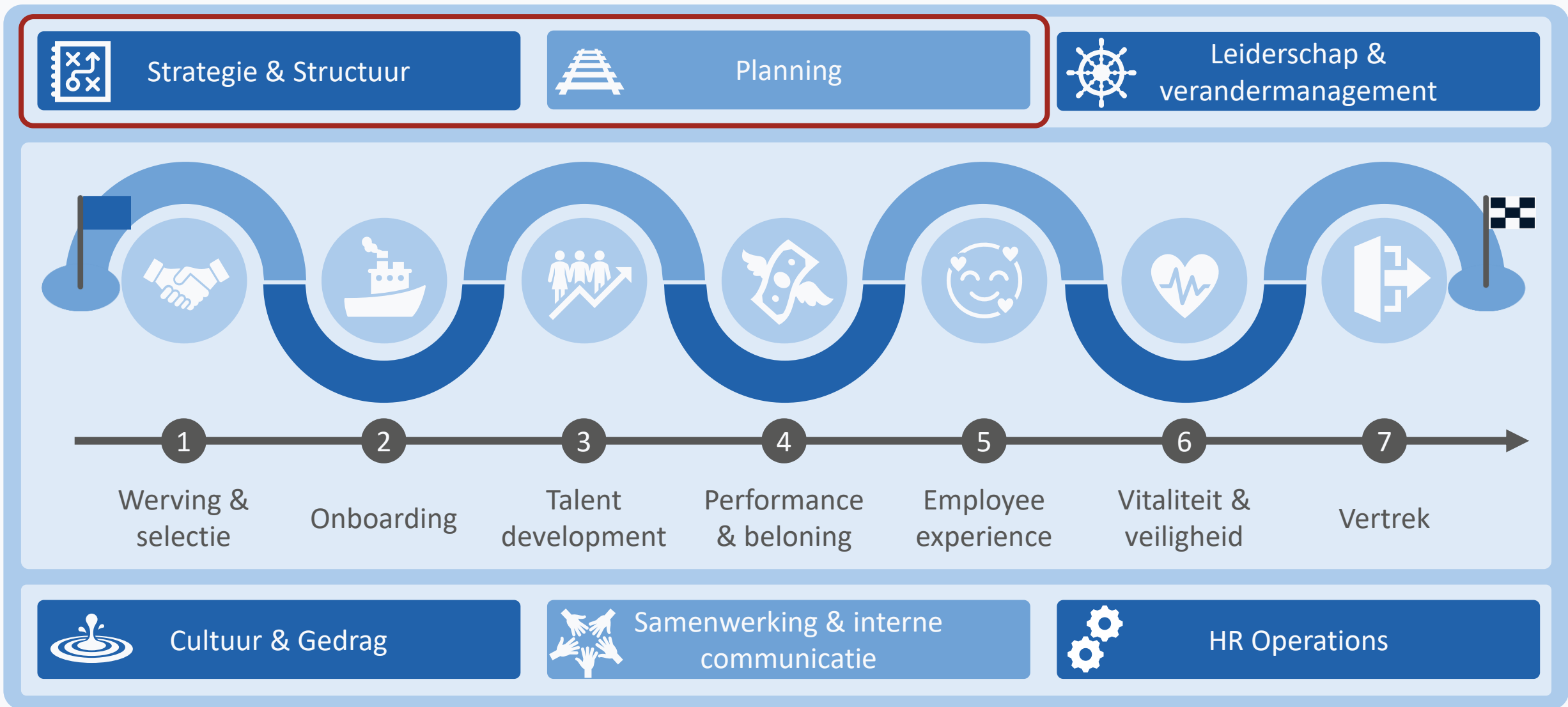


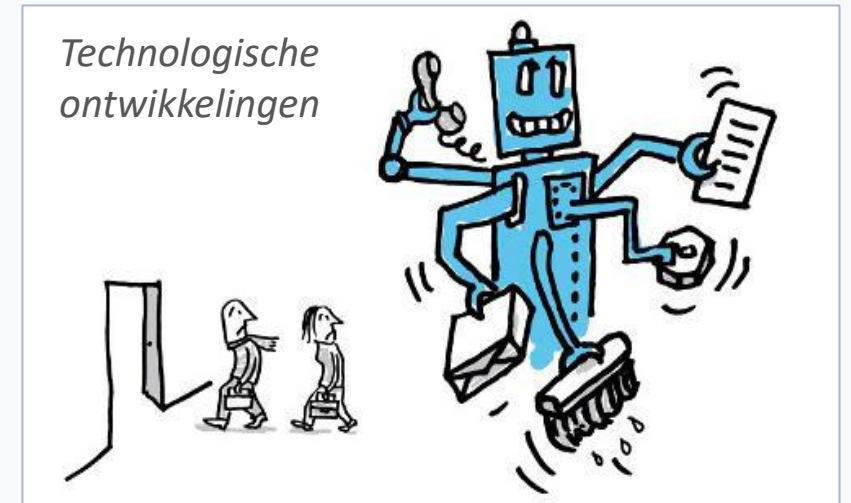
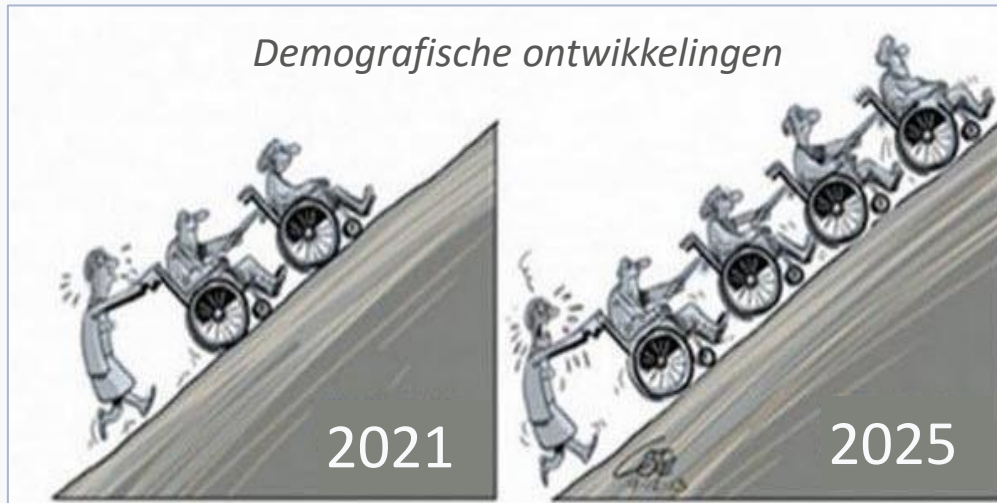
Datagedreven HR: van werving tot vertrek...



Datagedreven HR: van werving tot vertrek...



Speelt er een strategische vraag?



Wat betekent dit voor uw (strategisch) personeelsplan?



KWANTITEIT (handjes)



KOSTEN (euro's)



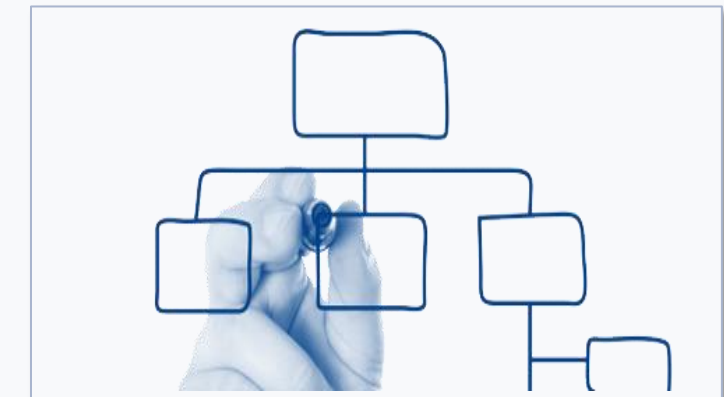
KWALITEIT (competenties)



ARBEIDSRELATIES



CULTUUR

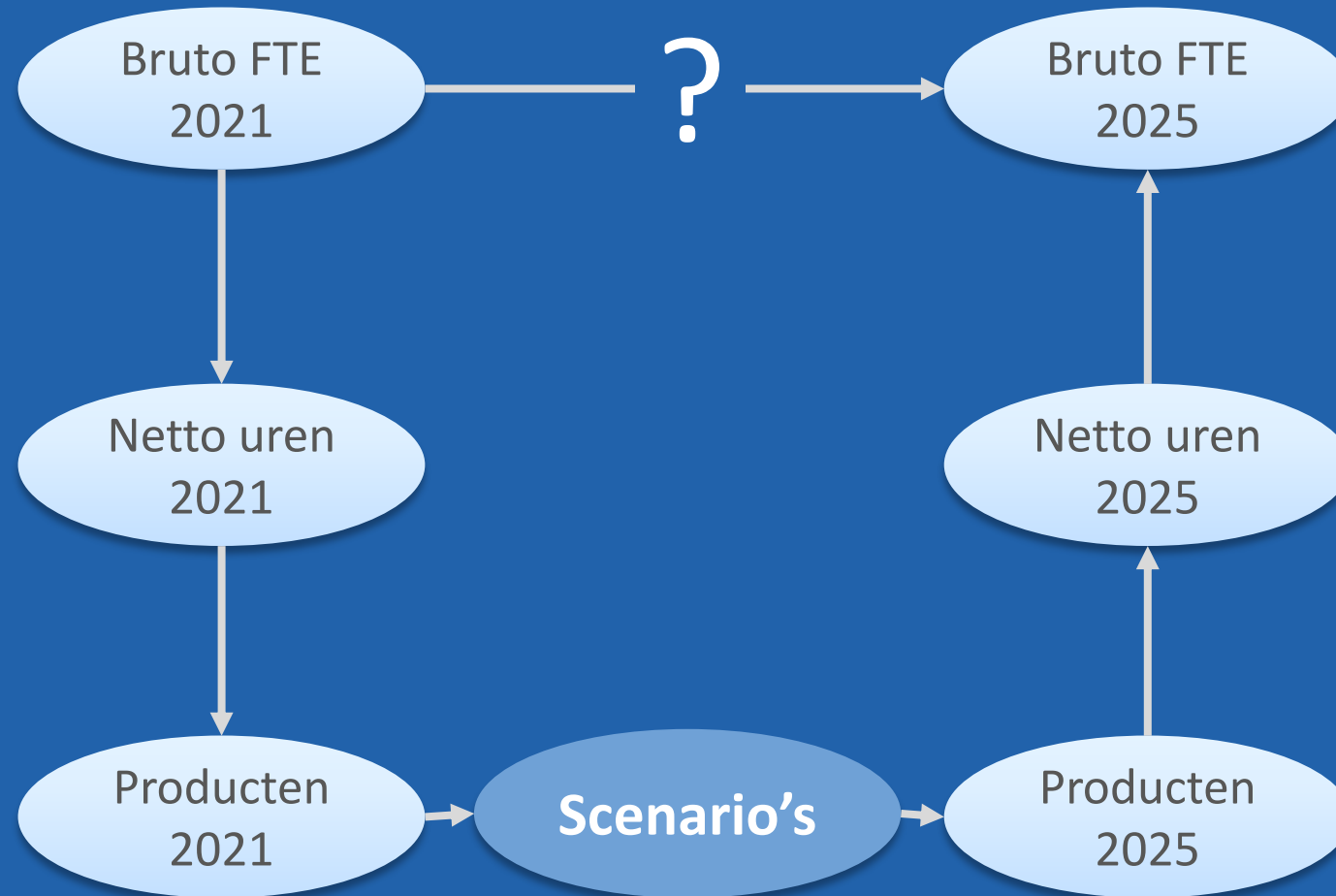


STRUCTUUR

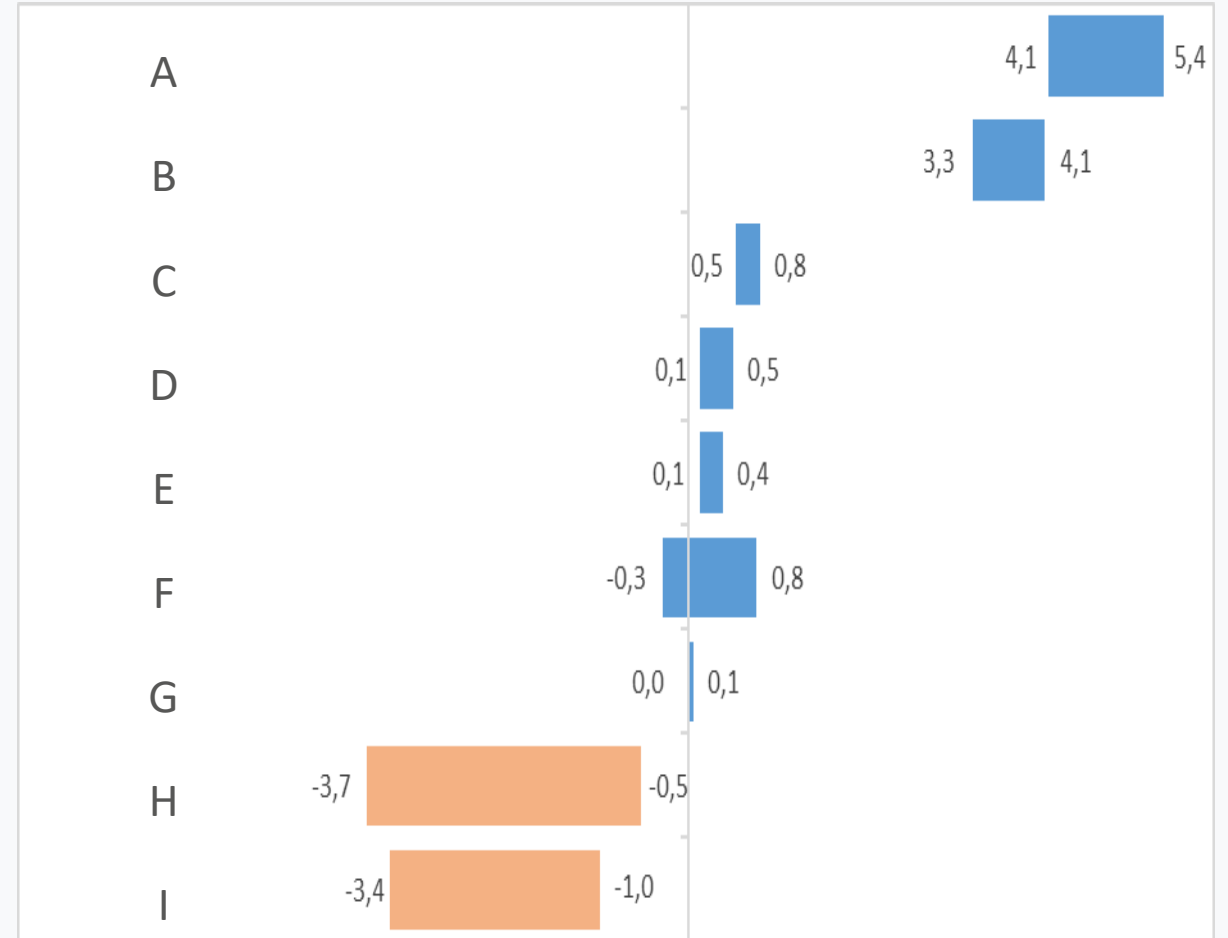
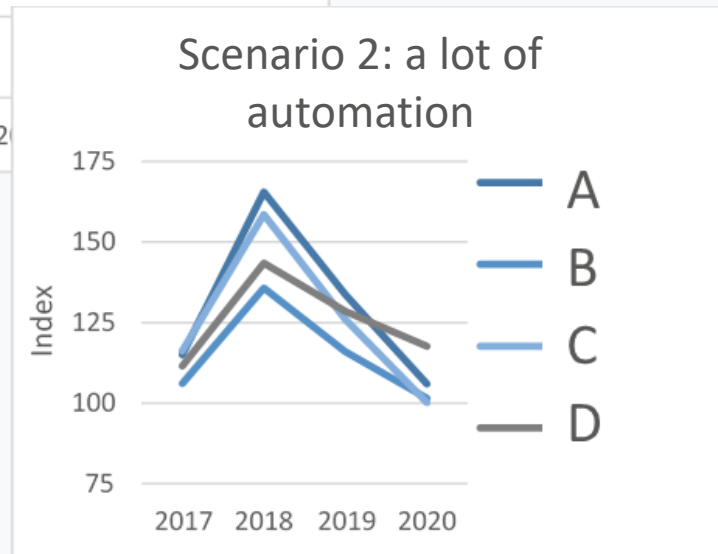
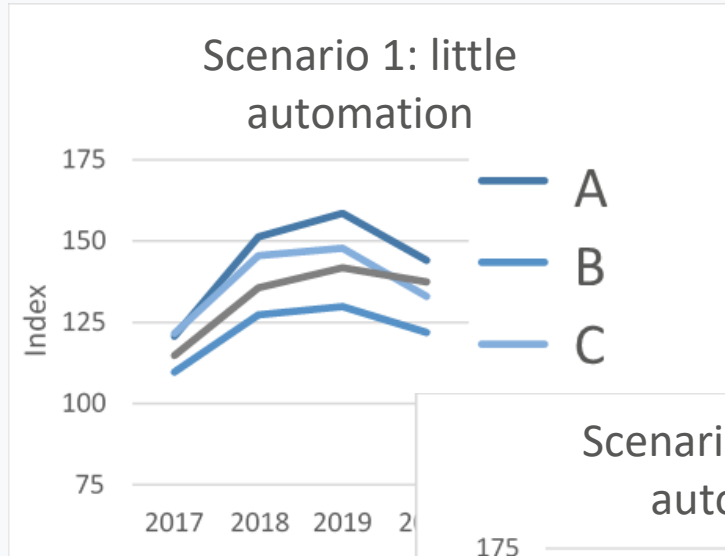
In vijf stappen naar een strategische analyse!



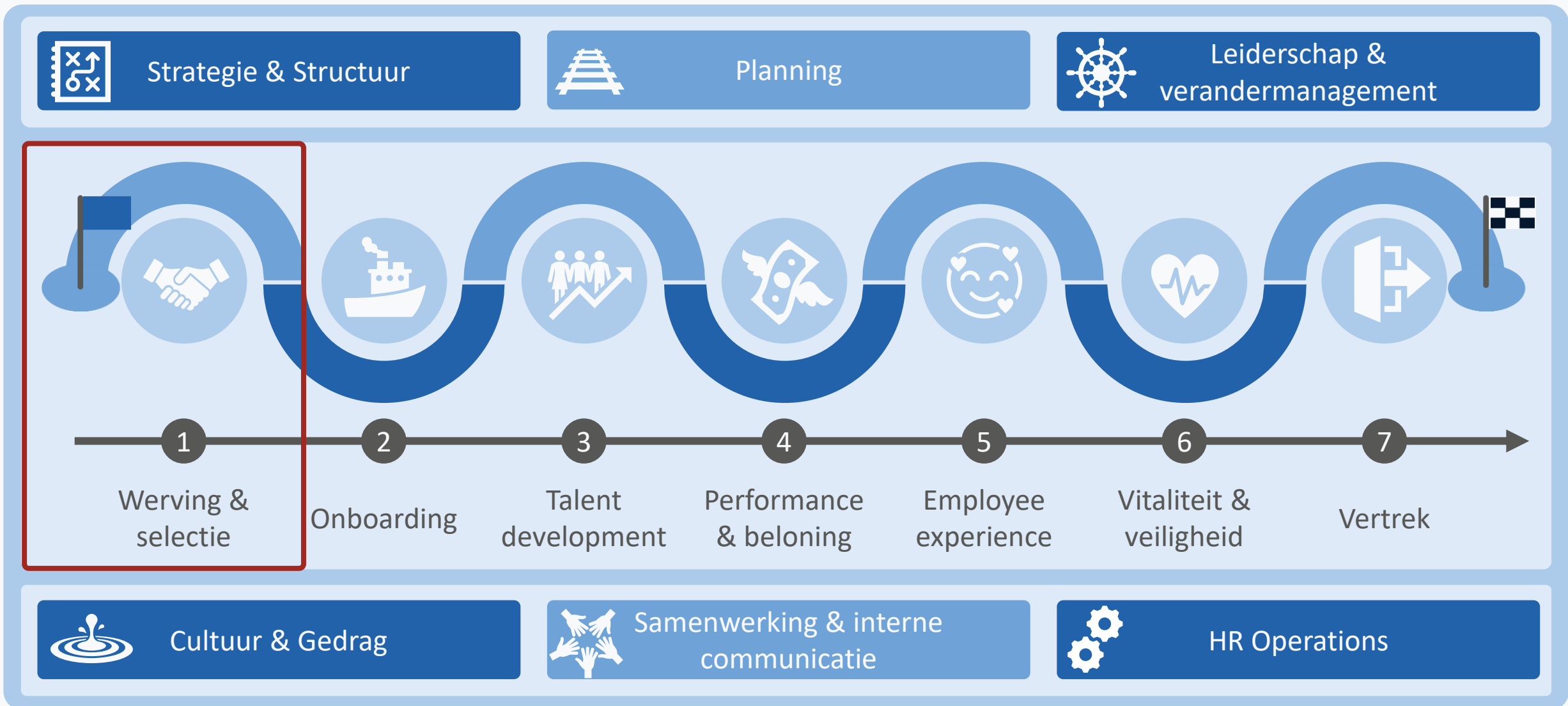
Hoeveel mensen heb ik nodig 'in de toekomst'?



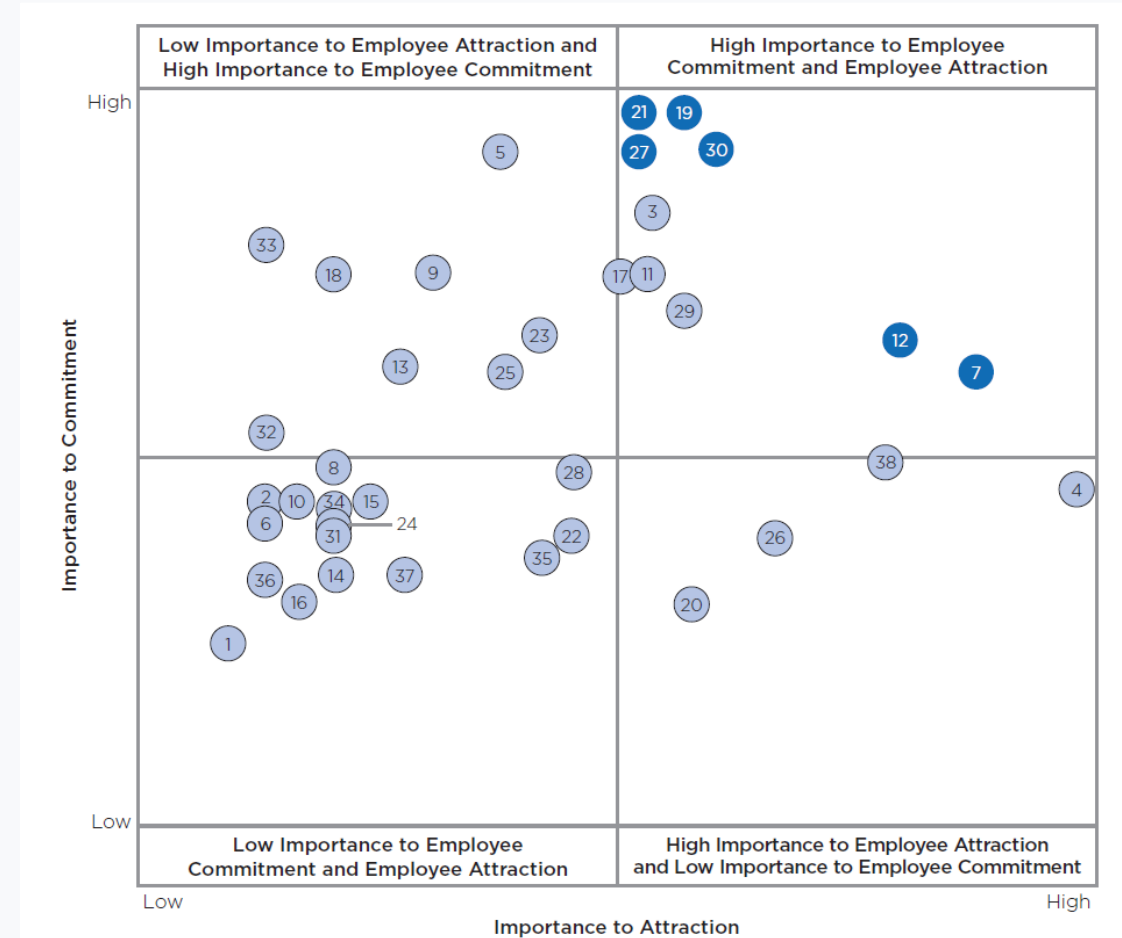
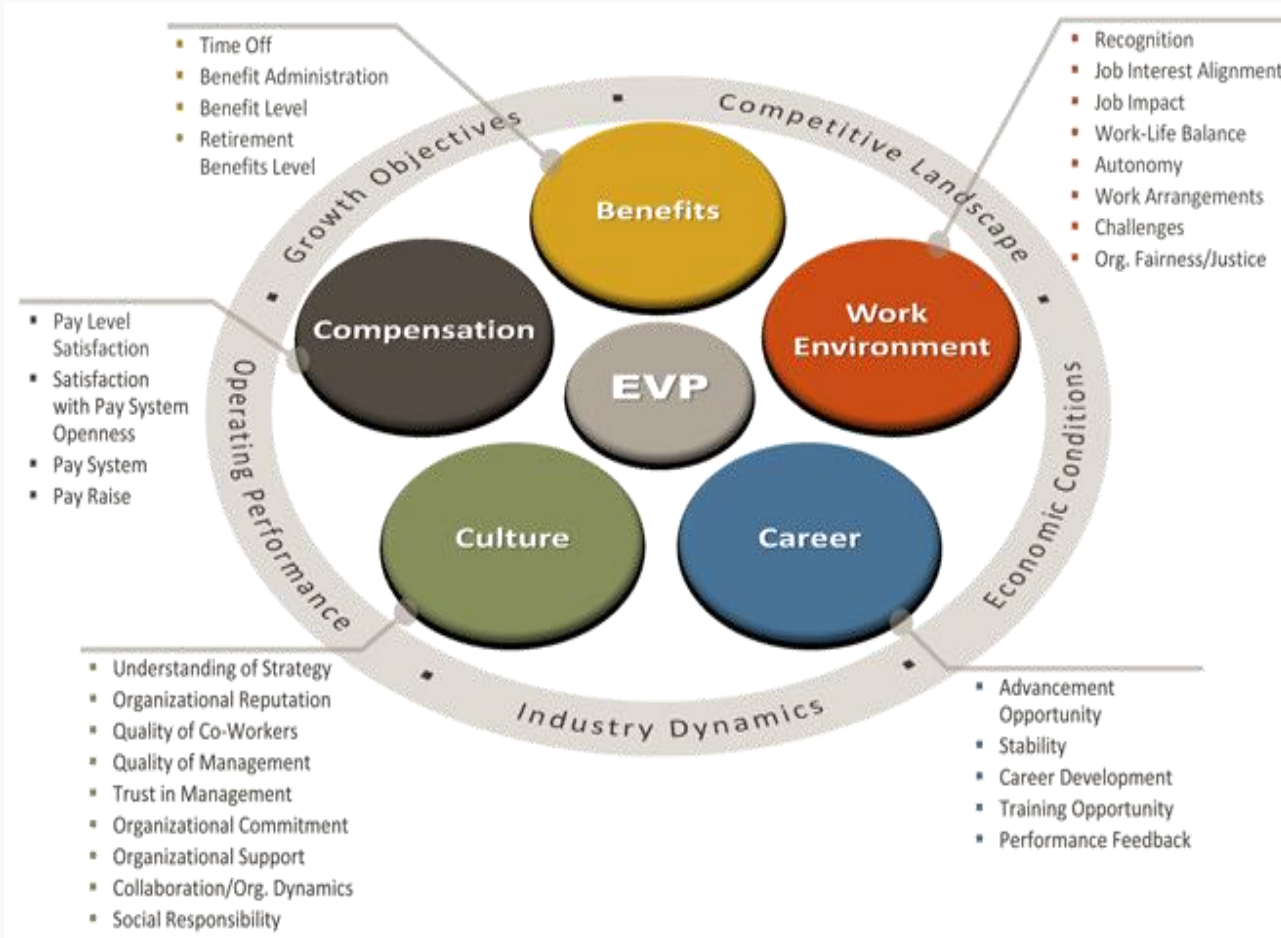
SPP is de bedrijfsmatige uitwerking van de strategische keuzes!



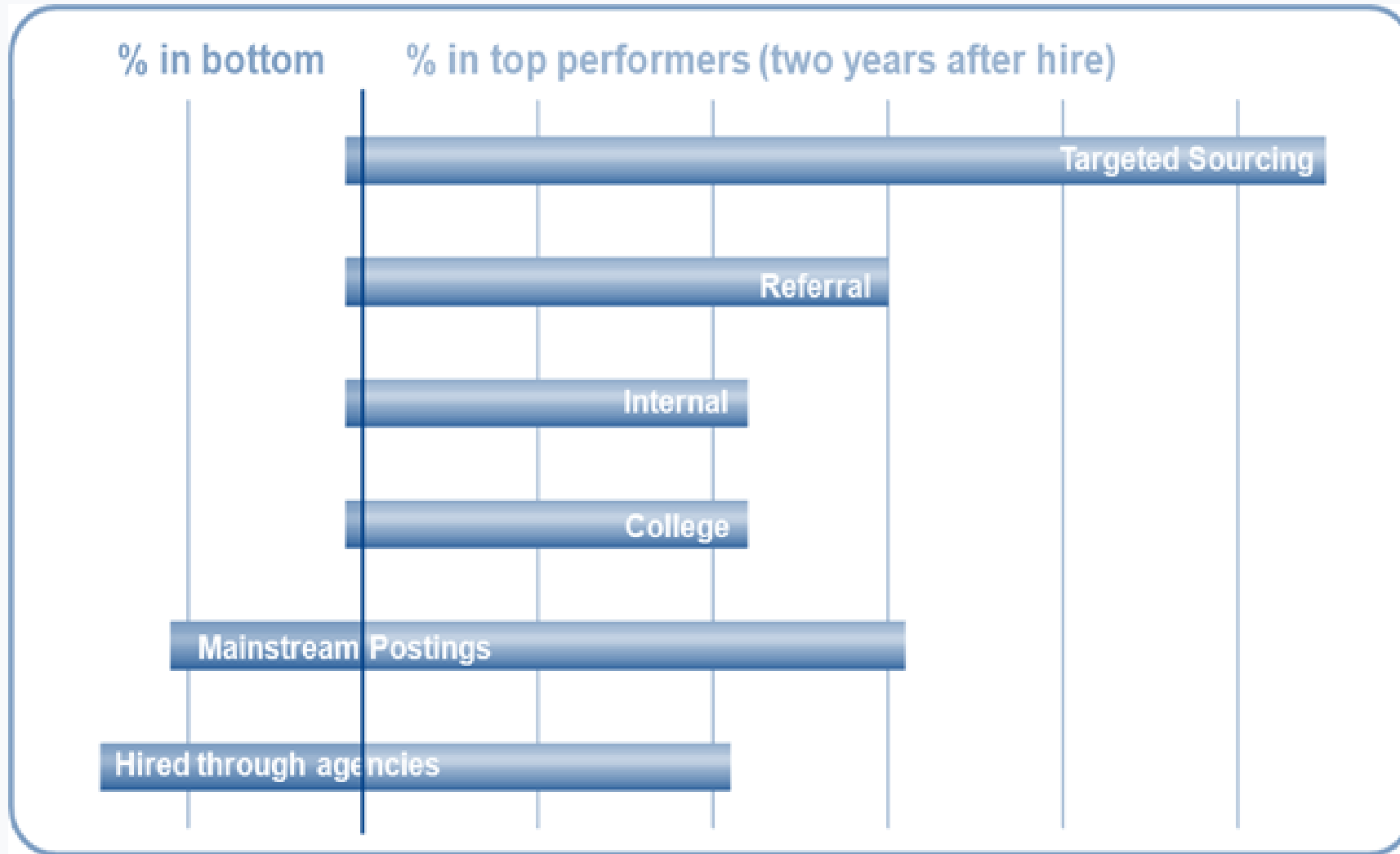
Datagedreven HR: van werving tot vertrek...



Hoe wordt onze organisatie aantrekkelijker als (toekomstige) werkgever?



Welke wervingskanalen zijn het meest succesvol?



Algoritmes
helpen
sollicitanten om
sneller de juiste
vacature te
vinden

The image shows a screenshot of a Google Jobs listing. The search bar at the top contains the word 'analytics'. The job title is 'Software Engineer, Network Design Database and Analytics' located in Mountain View, CA, USA. The job is full-time in the technical infrastructure field. The description highlights Google's work on next-generation technologies and the role's responsibilities, including managing projects and working with network engineers. A red circle is drawn around the 'Viewers of this also viewed' section on the right side of the page, which lists several related job openings such as 'Google Enterprise Marketing Manager, EMEA (Part Time)' and 'Industry Analyst, Branding'.

Google analytics

About Google Careers Search all jobs Software Engineer, Network Design Database and Analytics

All Jobs My Applications Starred

☆ Software Engineer, Network Design Database and Analytics
Mountain View, CA, USA
Technical Infrastructure · Full-time
Know someone who would be interested?

APPLY NOW Find connections Know someone at Google? Reach out to them

From Google+ Hey Irma, Get better recommendations. Where have you gone to school? Update on Google+

Google's software engineers develop the next-generation technologies that change how millions of users connect, explore, and interact with information and one another. Our ambitions reach far beyond just Search. Our products need to handle information at the the scale of the web. We're looking for ideas from every area of computer science, including information retrieval, artificial intelligence, natural language processing, distributed computing, large-scale system design, networking, security, data compression, and user interface design; the list goes on and is growing every day. As a software engineer, you work on a small team and can switch teams and projects as our fast-paced business grows and evolves. We need our engineers to be versatile and passionate to tackle new problems as we continue to push technology forward.

With your technical expertise you manage individual projects priorities, deadlines and deliverables. You design, develop, test, deploy, maintain, and enhance software solutions.

Google has one of the largest networks in the world, which delivers services to millions of internet users daily. The Network Design Software team is responsible for providing software solutions to manage the growth of Google networks. As a software engineer developing Network Design Software database and analytics software, you will work closely with network engineers and technical project managers to transform user stories and use cases into scalable cloud-based systems that provide a simple, beautiful and intuitive experience to our network planners and engineers. Your focus will be on automated design rule checking and validation that makes it easy to design networks that conform to architecture and design rules. With your technical expertise you manage individual projects priorities, deadlines and deliverables. You design, develop, test, deploy, maintain, and enhance software solutions.

Responsibilities

- Design and build software to store, retrieve, and validate information about network inventories, designs, and deployment plans.
- Work with software engineers implementing UIs for design and reporting software to negotiate functionality, design clean APIs to separate presentation from database and analytics.
- Work with network engineers and analysts to import and export information ranging from

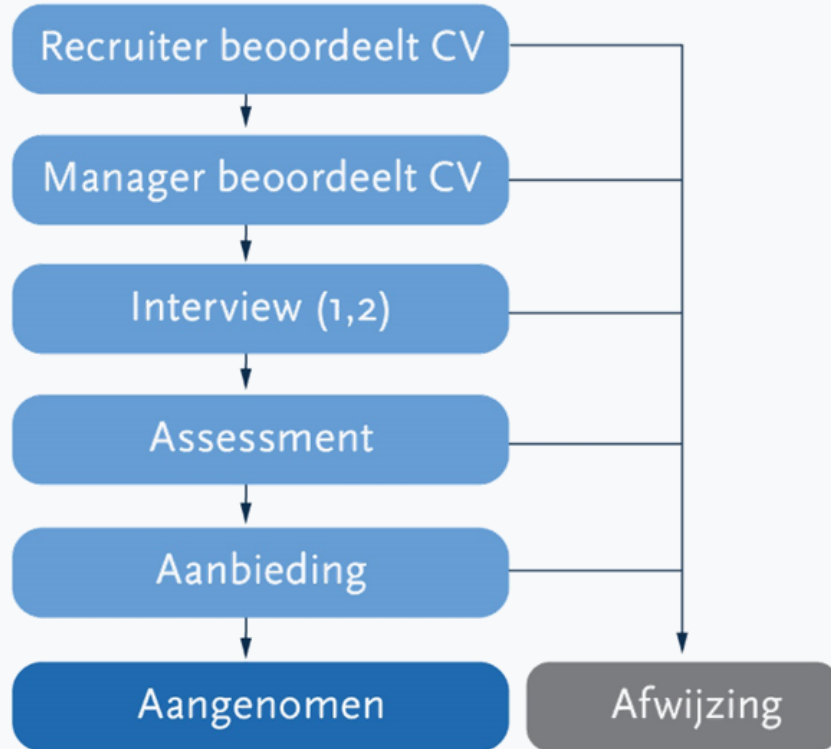
VIEWERS OF THIS ALSO VIEWED

- Google Enterprise Marketing Manager, EMEA (Part Time)
Copenhagen, Denmark
- Industry Analyst, Branding
Amsterdam, The Netherlands
- Product Marketing Manager, SMB, Benelux
Amsterdam, The Netherlands
- Creative Lead, Google Creative Services (ZOO)
Amsterdam, The Netherlands

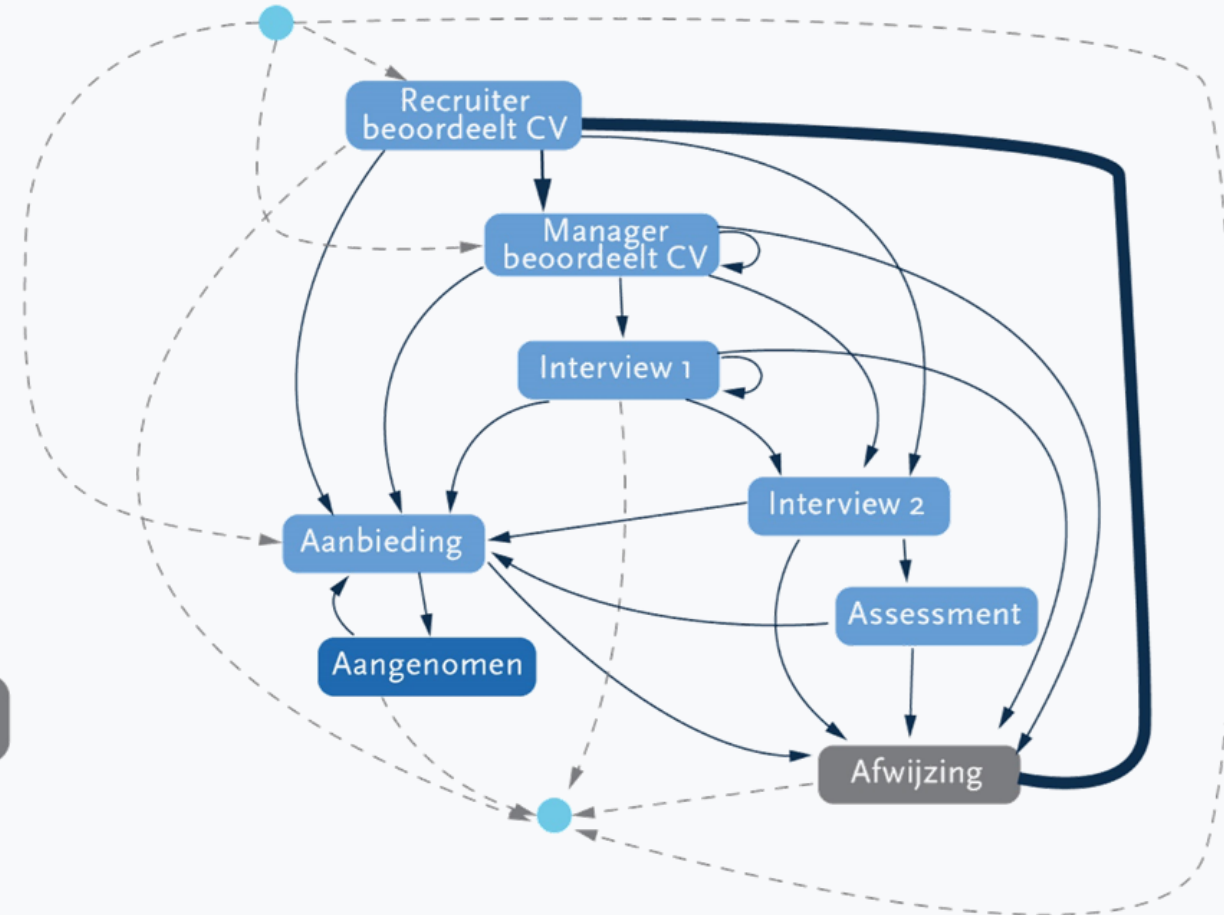
Viewers of
this also
viewed:

Optimaliseer het recruitmentproces met o.a. processmining

Process model ('happy flow')



Realiteit (data uit systeem)



Analyse geeft inzicht in de factoren die het best gebruikt kunnen worden tijdens selectie van sollicitanten

Recruitment:

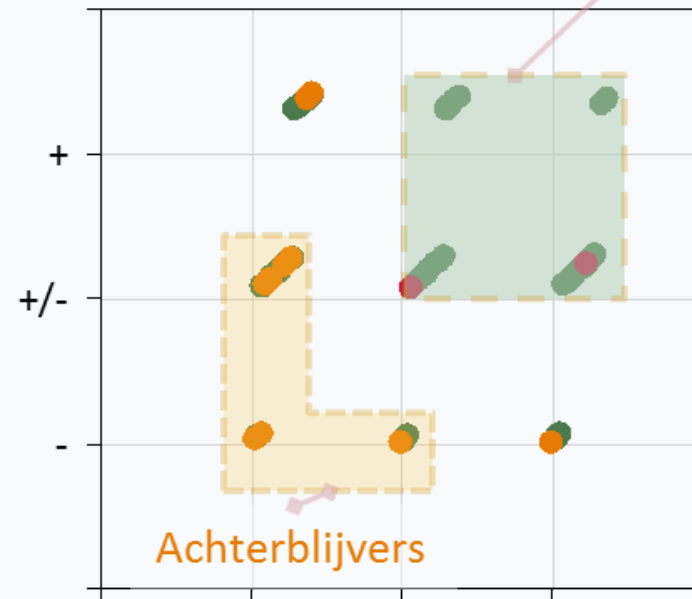
Kunnen we op basis van de beoordelingscore en/of andere variabelen van een kandidaat voorspellen hoe groot de kans is dat deze kandidaat een 'topper' wordt?



Score houding ● + ● +/- ● -

Score kwaliteit

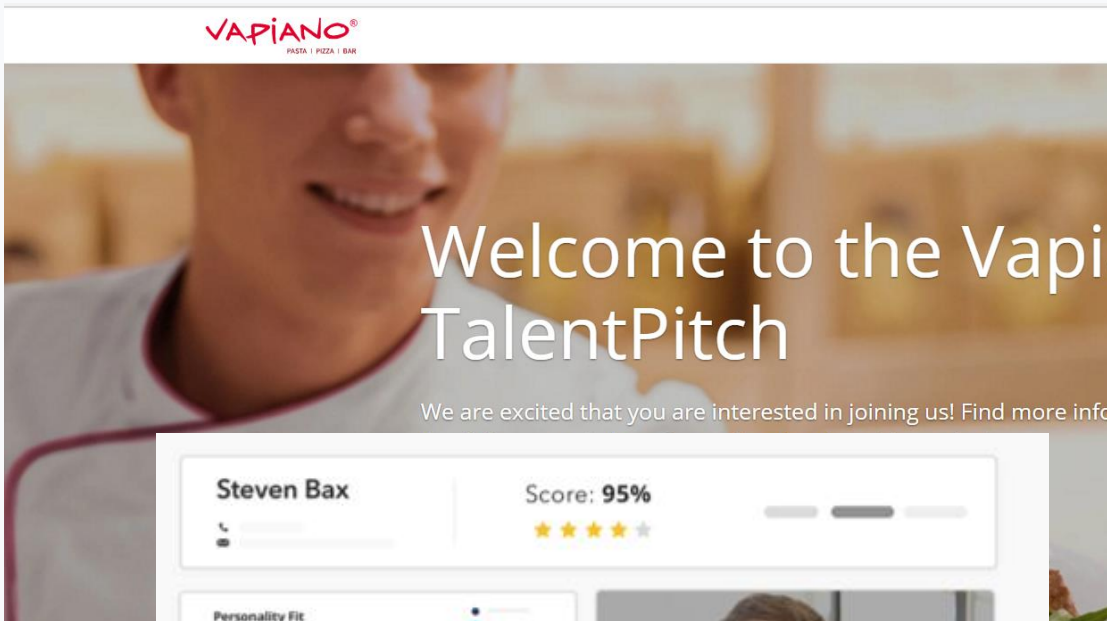
Succesprofiel



achmea

Score AHT

Automatiseer je rekruteringsproces (gedeeltelijk) om het effectiever en efficiënter te maken



VAPIANO®
PASTA | PIZZA | BAR

Welcome to the Vapiano TalentPitch

We are excited that you are interested in joining us! Find more info

Steven Bax | Score: **95%** | ★★★★★

Personality Fit

Situational Judgement

Language Proficiency

Cognitive Ability

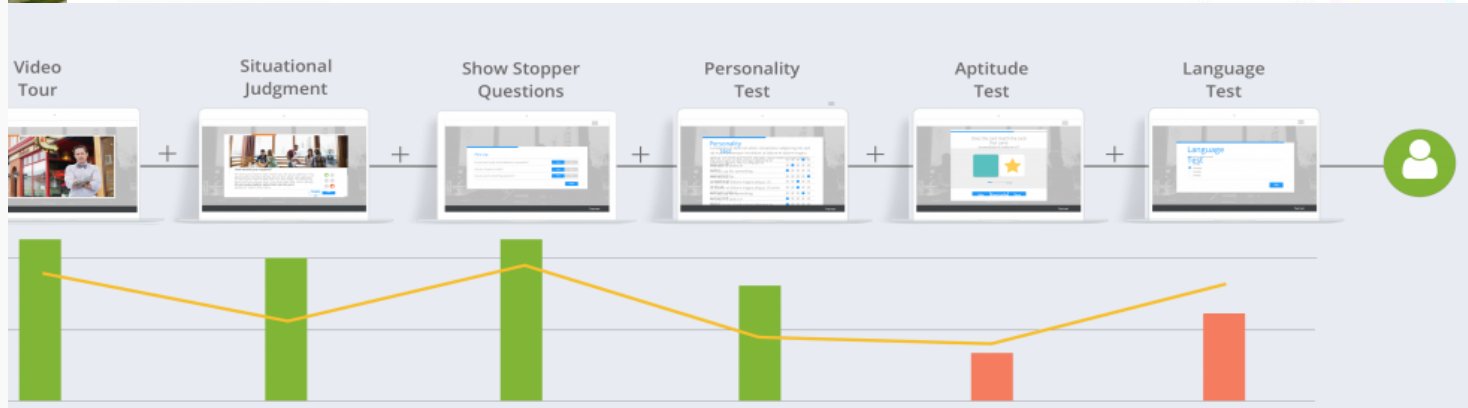
Cultural Fit

Organization

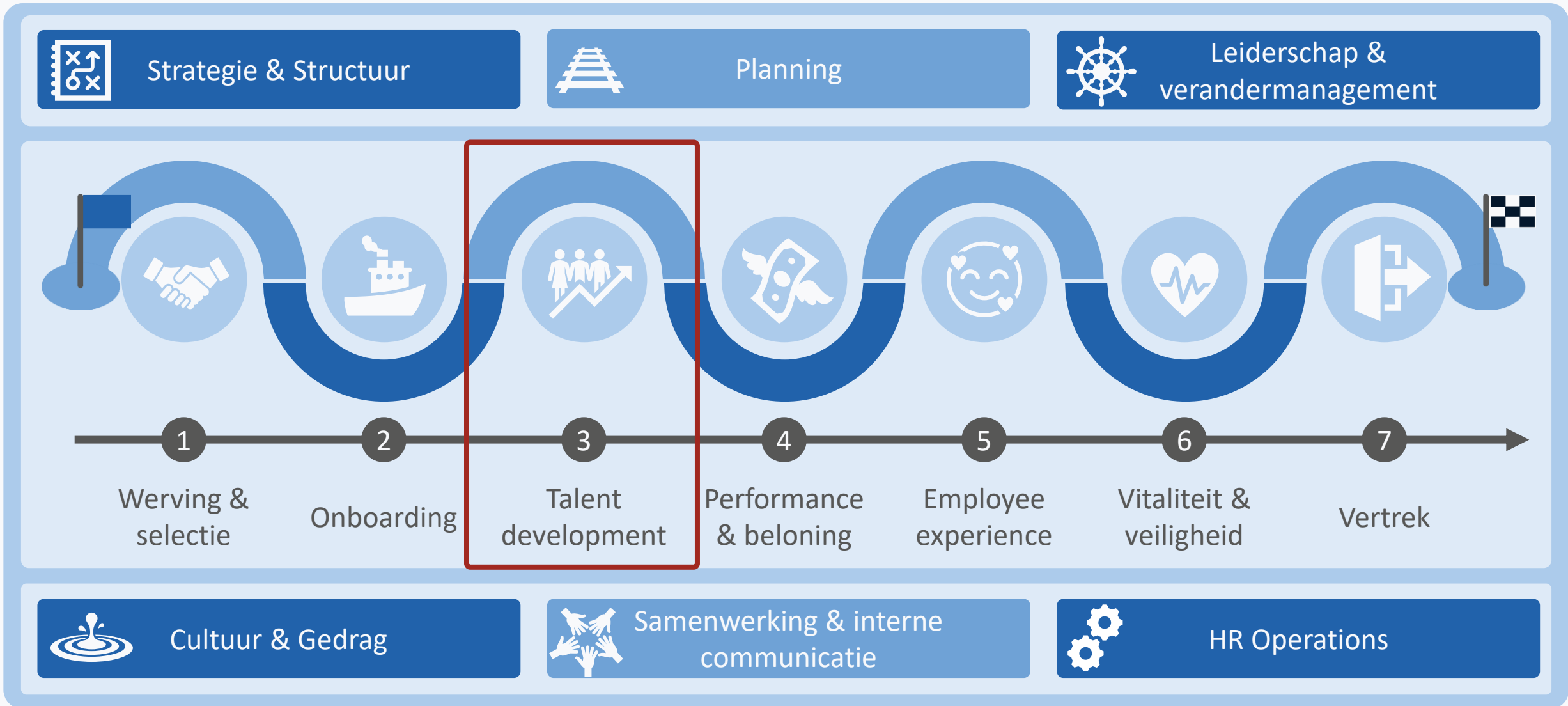
160 talent pool | 1 continued | 8 invited | 4 rejected | 3 hired | 178 all

filter: first name | last name | postal code | referrer | clear

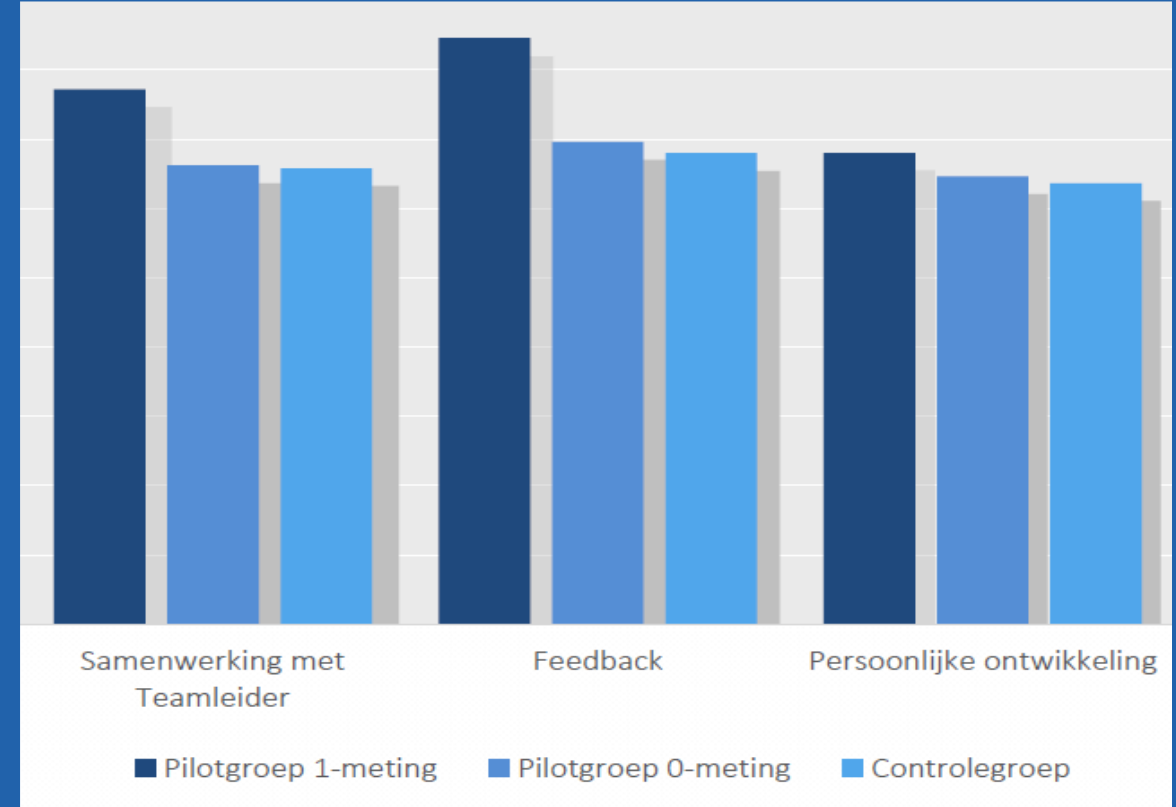
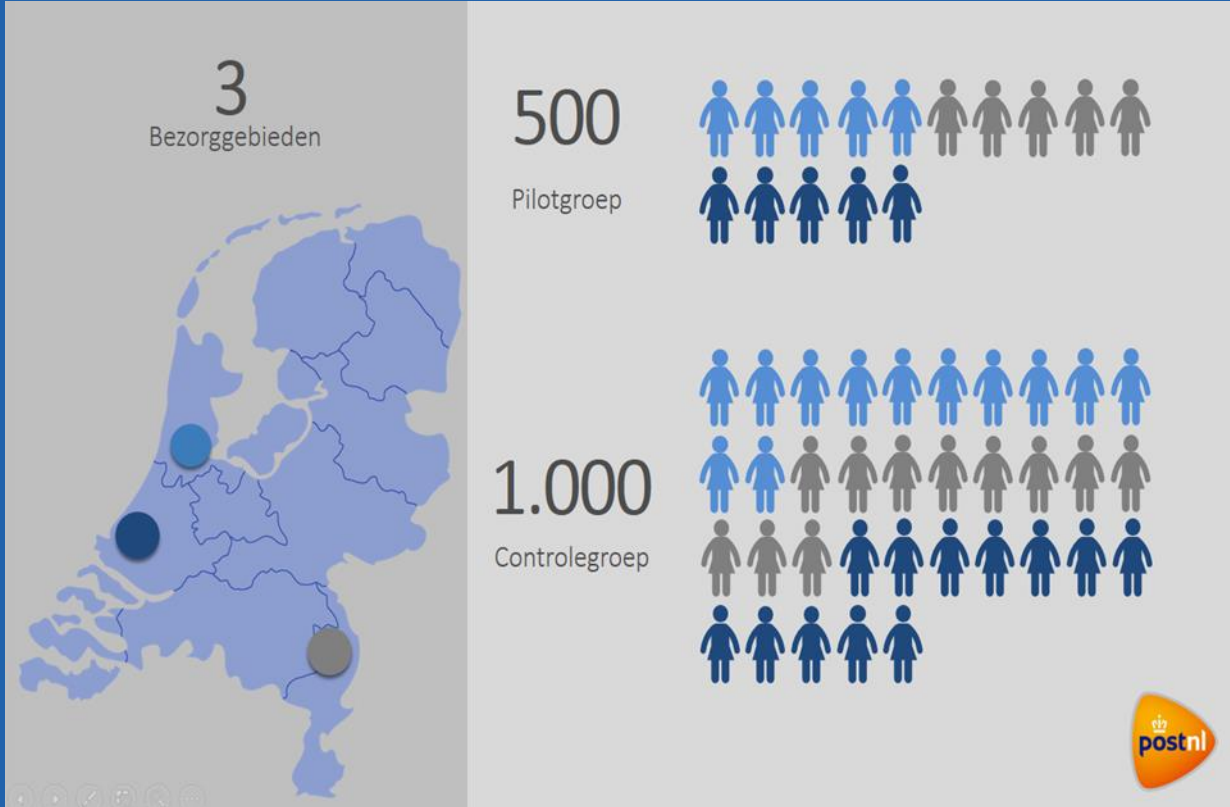
Candidate	Match	Test score	Game score	Postal code	M/V	Complete	Referrer	Show: 12
Marc Drees ★	34%	23%	49%		M	2013-10-26	passed	view details
	18%	31%	0		M	2013-10-16	test	passed
	4%	3%	5%		M	2013-09-30	passed	view details
	18%	31%	0		M	2013-09-17	passed	✓ details
	52%	0	83%		M	2013-06-20	arvato	passed



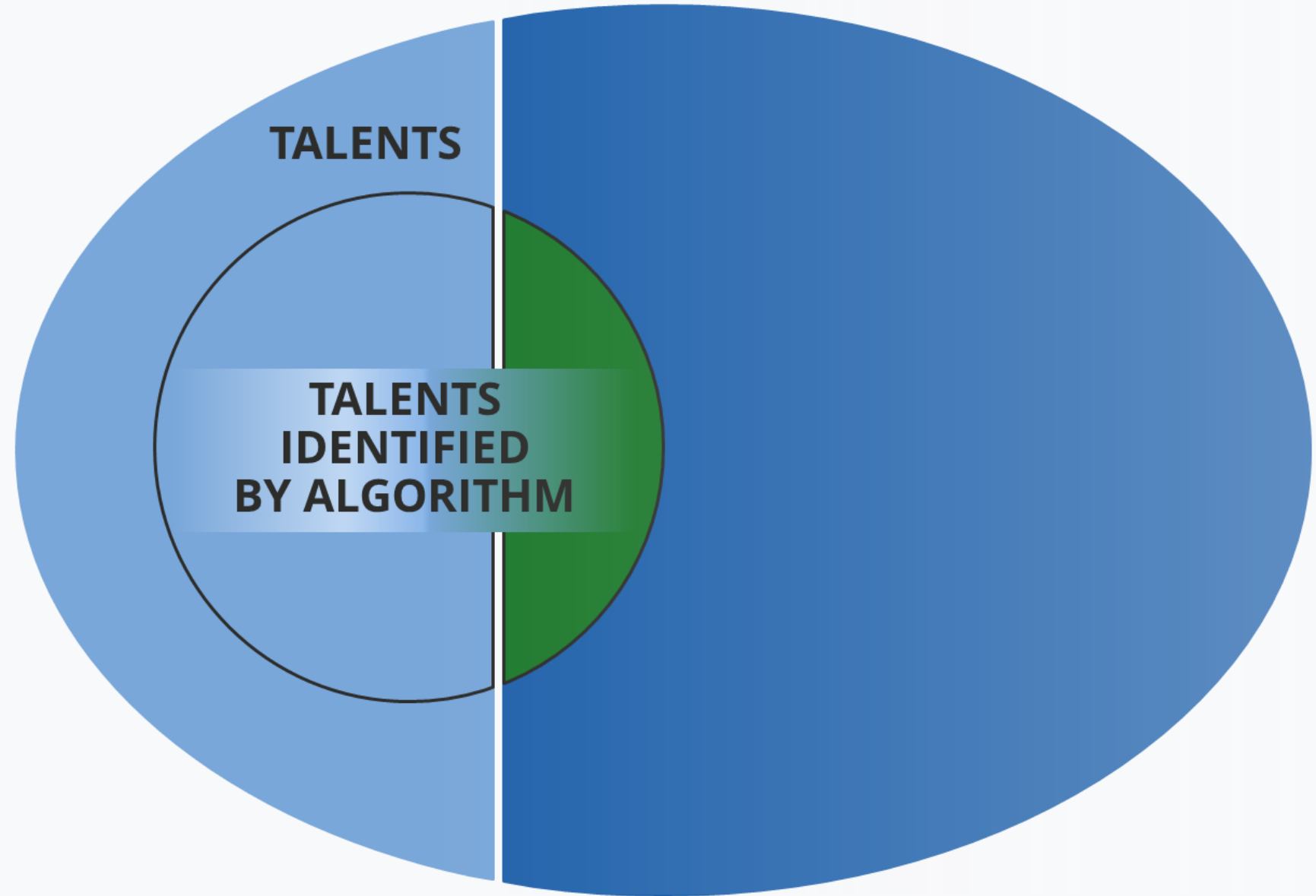
Datagedreven HR: van werving tot vertrek...



Wel of geen functioneringsgesprekken?

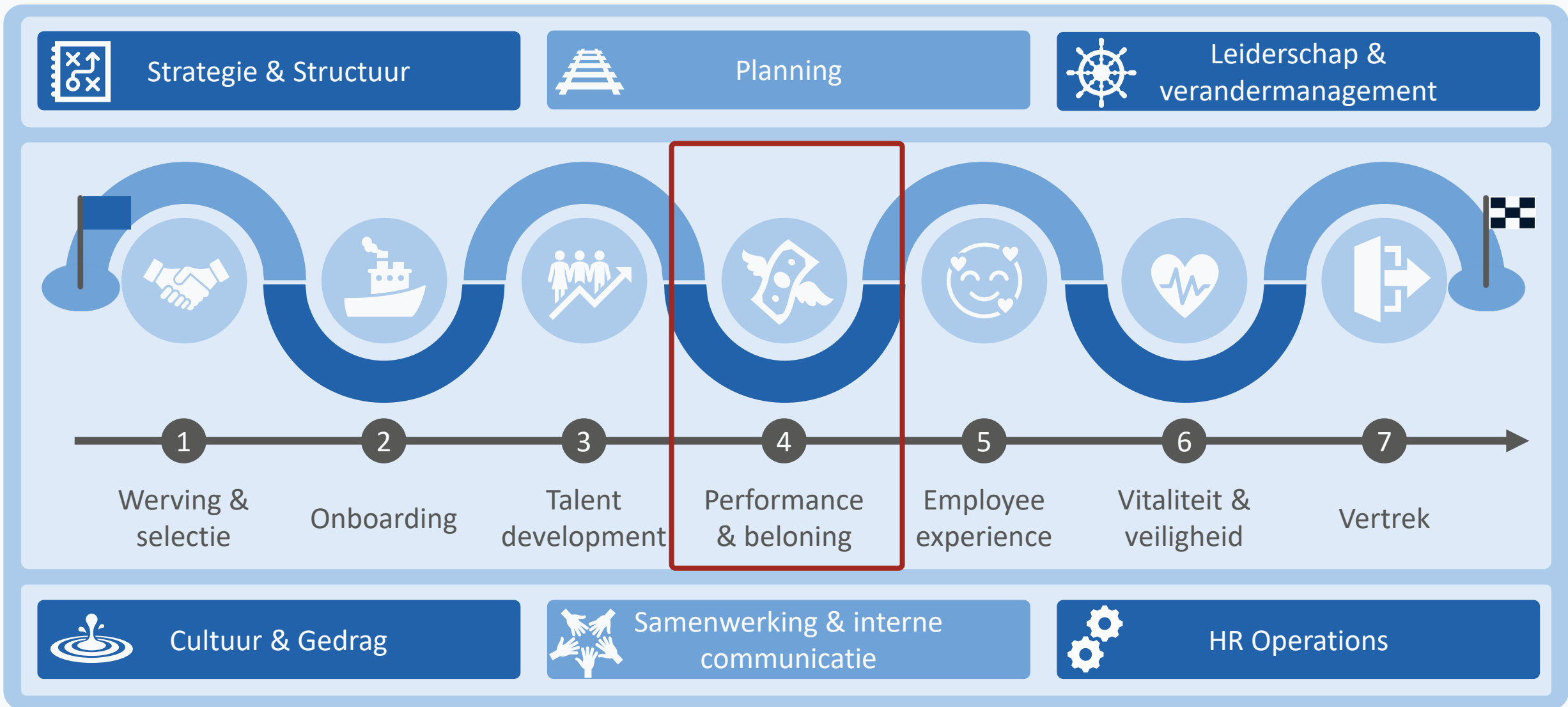


POPULATION

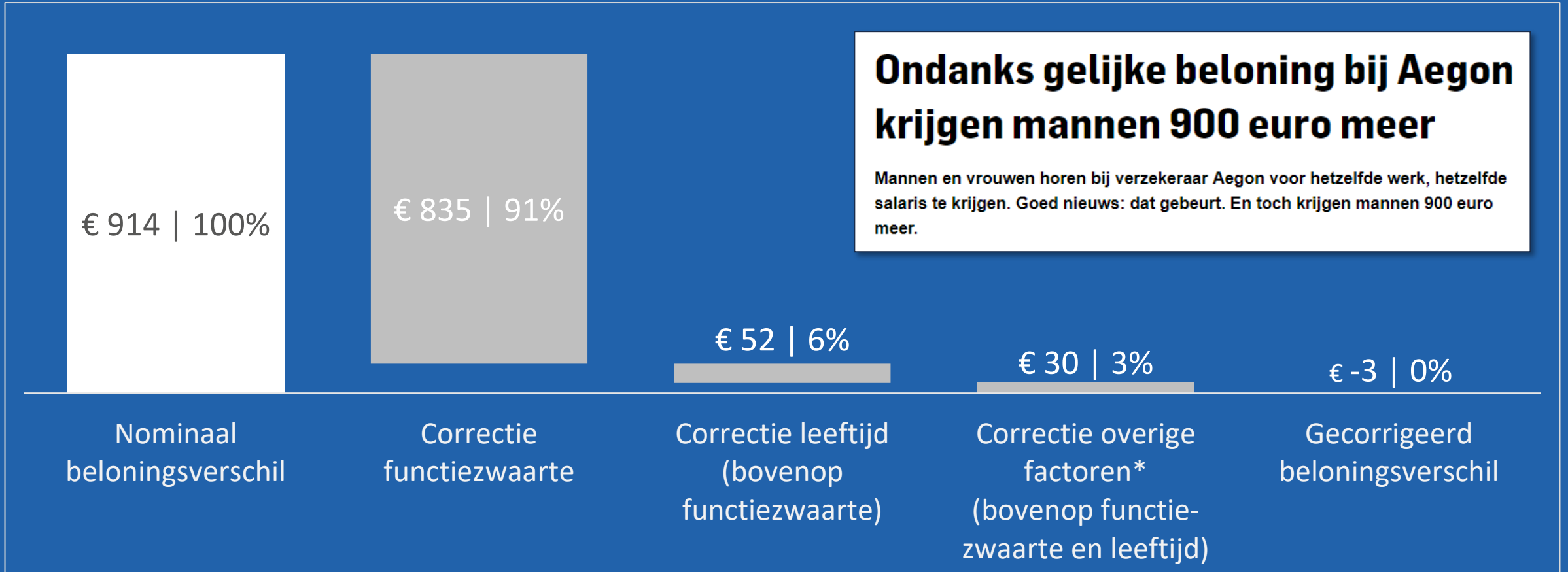


Zijn er met data
talenten te
identificeren die
managers hebben
'gemist'?

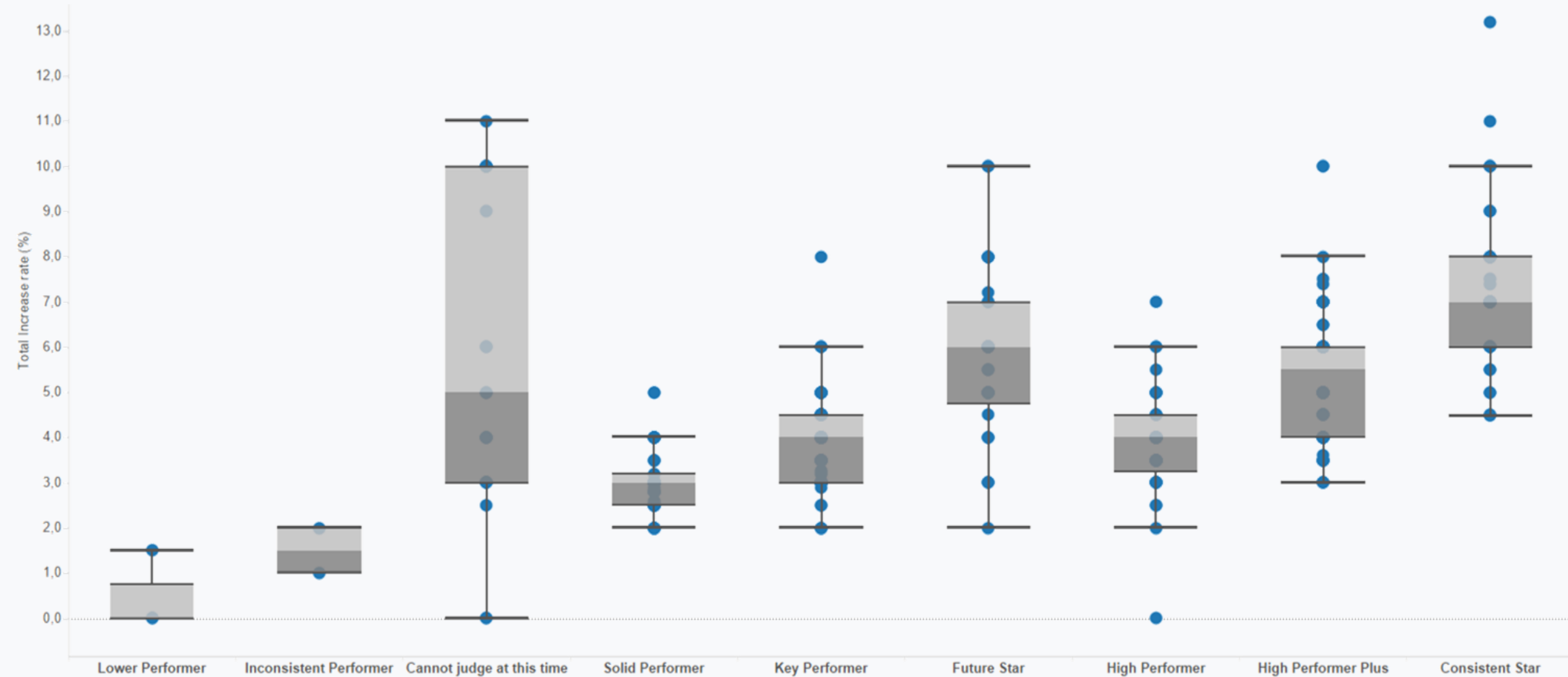
Datagedreven HR: van werving tot vertrek...



Hebben we een loonkloof tussen mannen en vrouwen?



Salaris(verhoging) analyse

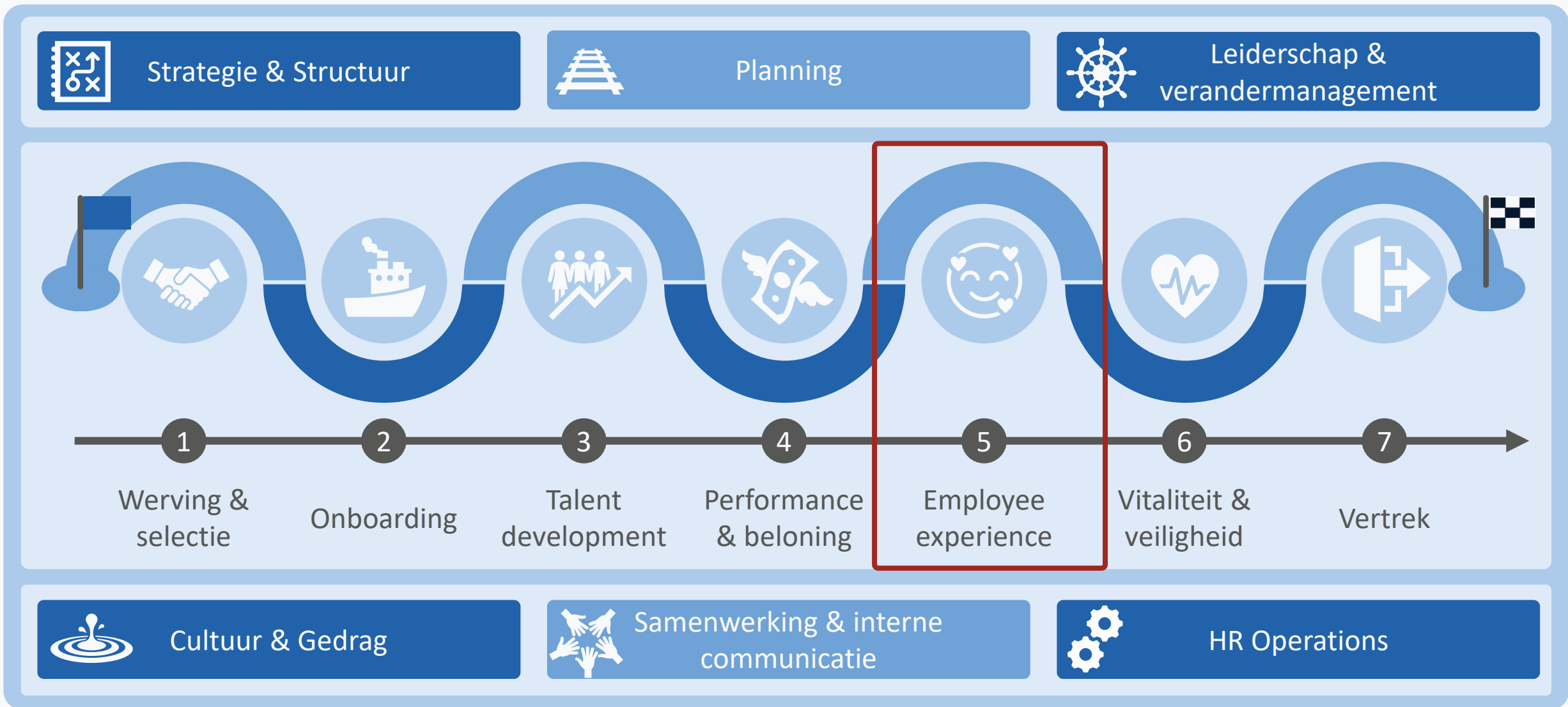


Van één 'workforce' naar segmentatie

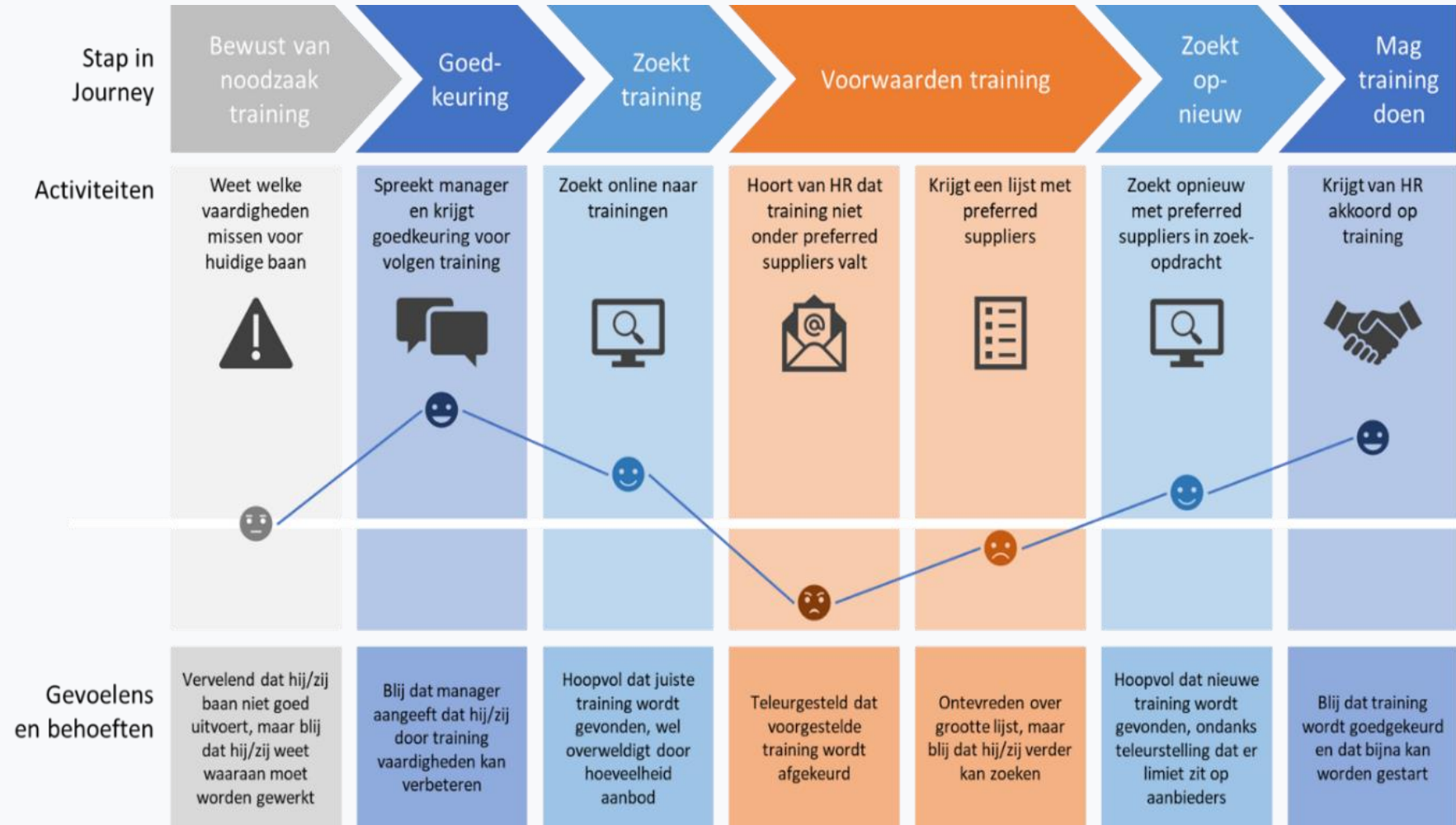
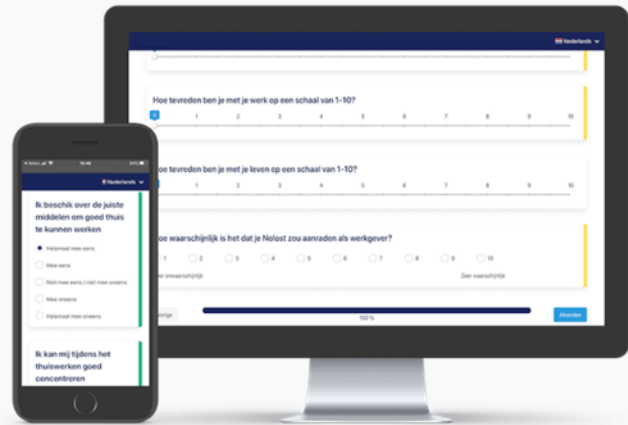


Source: *The New Employee/Employer Equation*, The Concours Group and Age Wave, 2004

Datagedreven HR: van werving tot vertrek...



Hoe achterhalen we de beleving van medewerkers tijdens hun journeys?

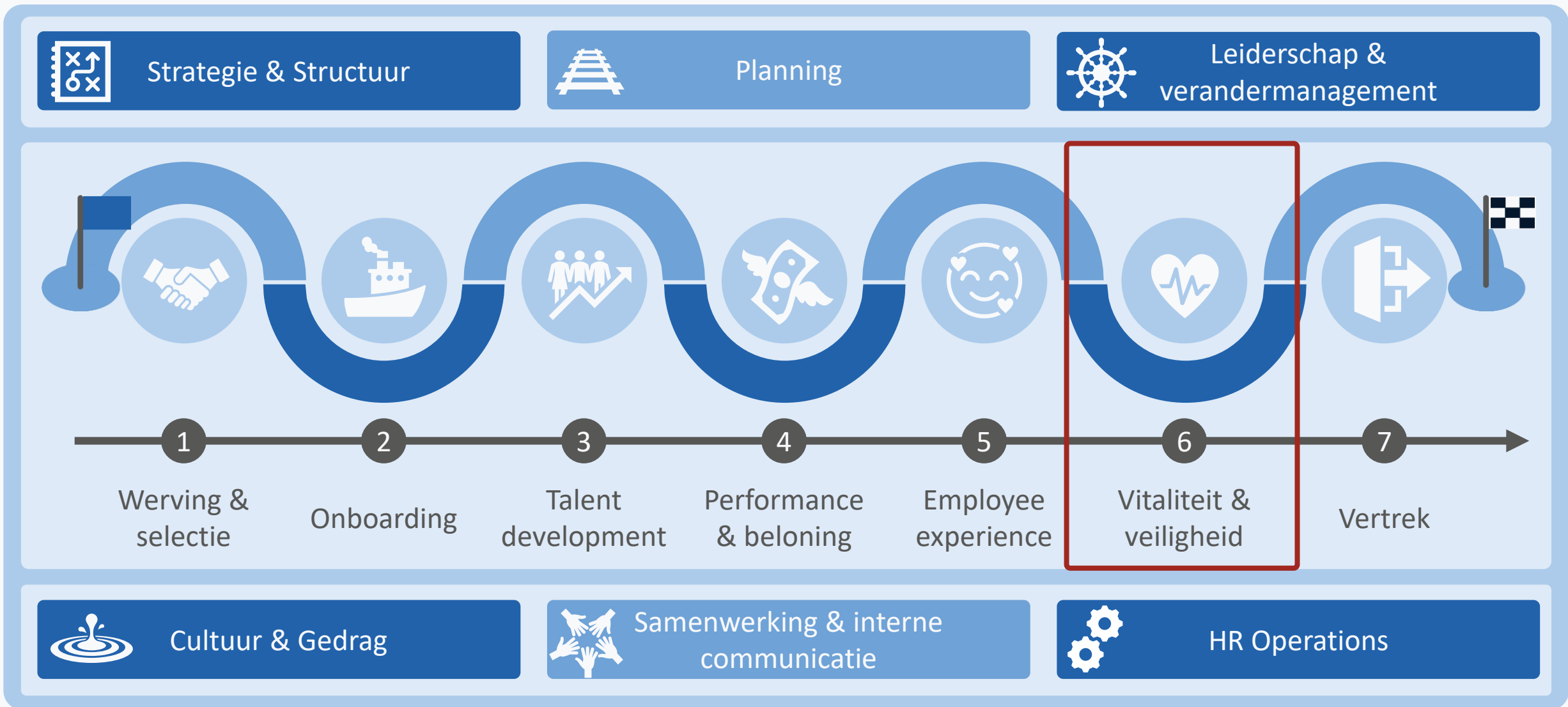


Impact op de business

0,1% meer werknemers
bevlogenheid, betekent
\$100.000 meer omzet per
winkel



Datagedreven HR: van werving tot vertrek...



Wat je moet weten over

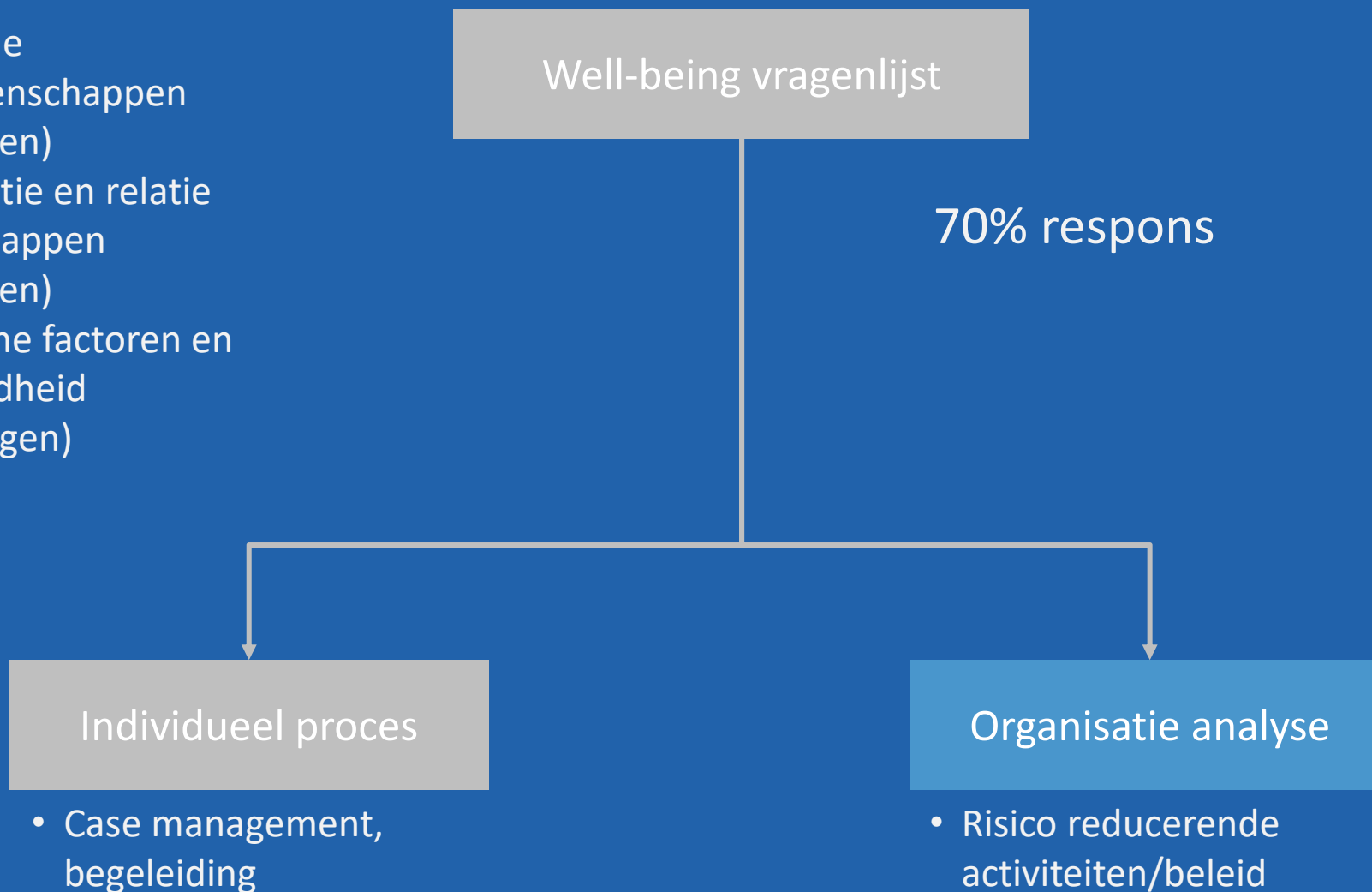


- ▶ Bestaat meer dan 100 jaar
- ▶ Actief in chemische industrie: chemicaliën, geavanceerde materialen en kunststoffen
- ▶ 58 miljard USD omzet
- ▶ Actief in meer dan 150 landen
- ▶ Ca. 53.000 medewerkers
- ▶ Werkend vanuit 201 locaties verdeeld over 35 landen



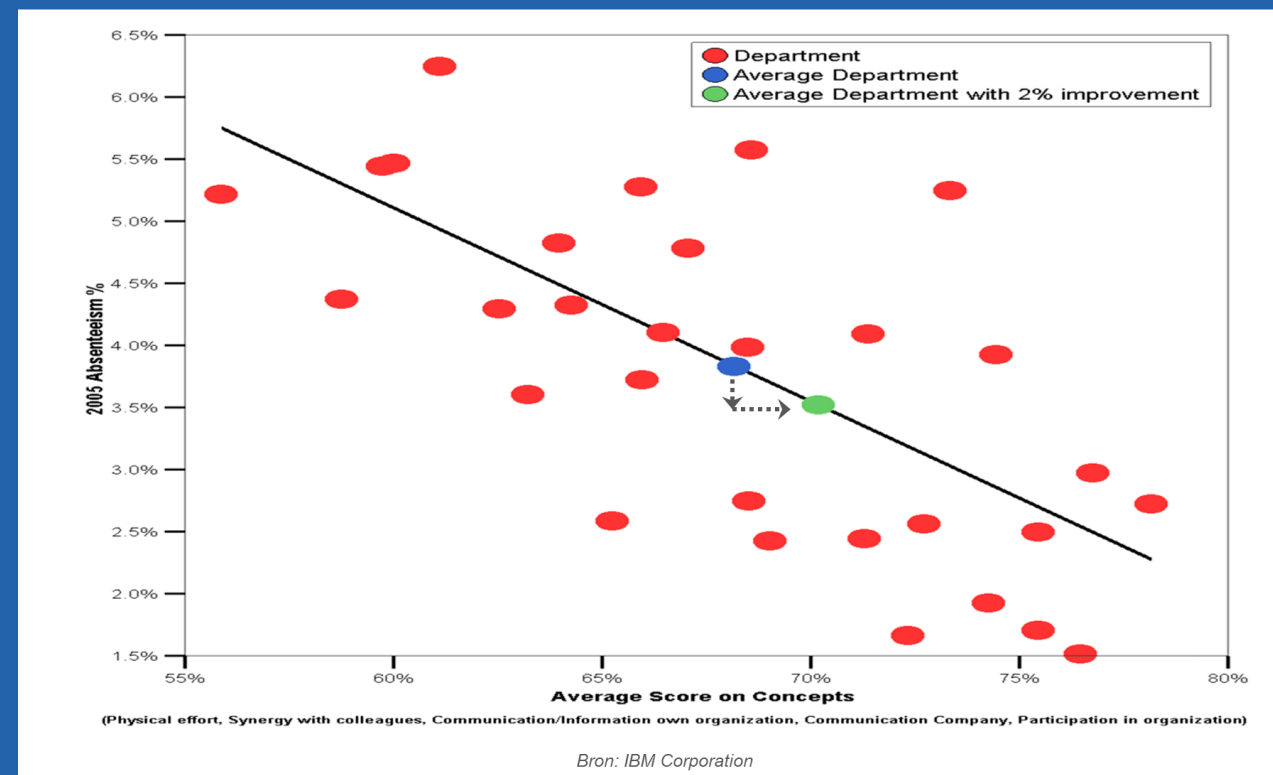
DOW's Stress Preventie Programma

- Algemene werkeigenschappen (stressoren)
- Organisatie en relatie eigenschappen (stressoren)
- Psychische factoren en vermoeidheid (spanningen)



Factoren met de meeste invloed op verzuim

- ▶ Fysieke inspanning
- ▶ Betrokkenheid
 - Synergie met collega's
 - Communicatie binnen en over de organisatie
 - Inspraak in de organisatie



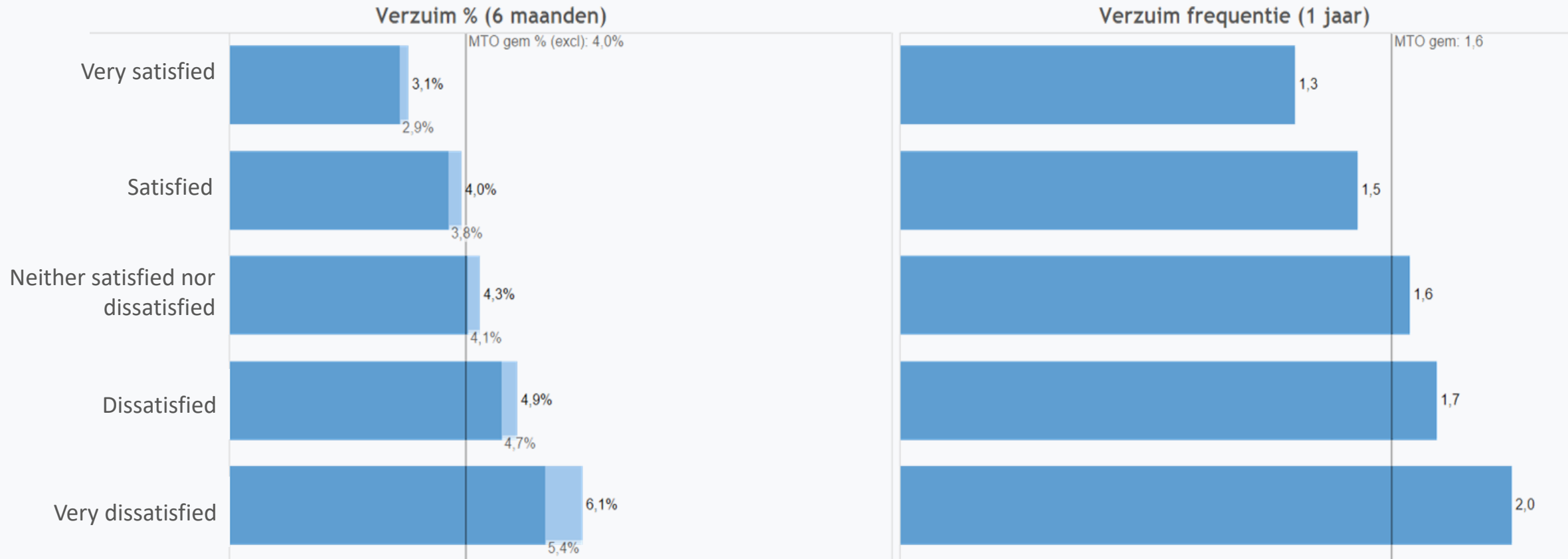
2% verbetering leidt tot 0,3% daling van verzuim

Resultaten

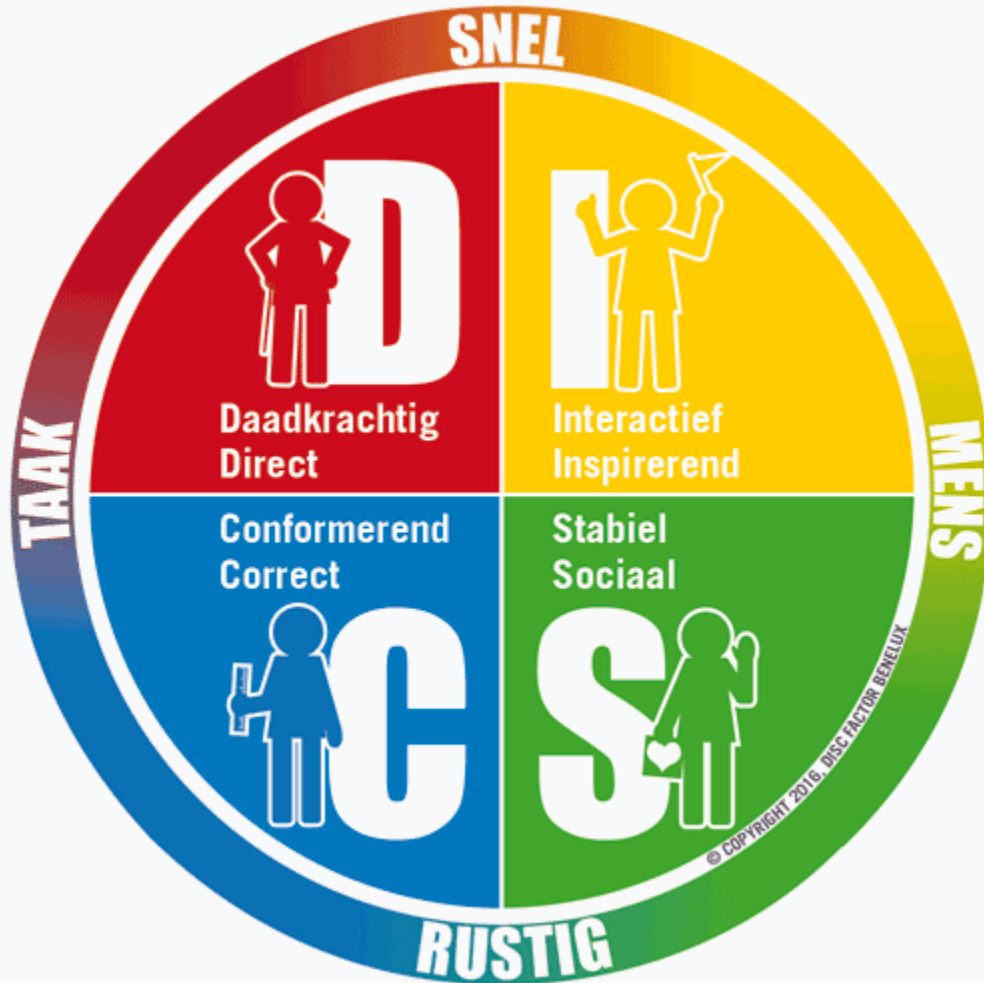
- ▶ Dow verzuim: 3.1%
- ▶ Gemiddelde in de sector: 4.2% - 5.0%
- ▶ Besparing 11-19 FTE per 1.000 medewerkers
- ▶ Gemiddeld salaris € 37.500
- ▶ Jaarlijkse besparing € 407.000 - € 703.000 per 1.000 medewerkers

Wat is het belang van carrièremogelijkheden binnen onze organisatie?

Vraag 1j: De loopbaanontwikkelingsmogelijkheden



De samenhang tussen het leiderschapsprofiel en o.a. verzuim helpt bij de ontwikkeling van leidinggevenden

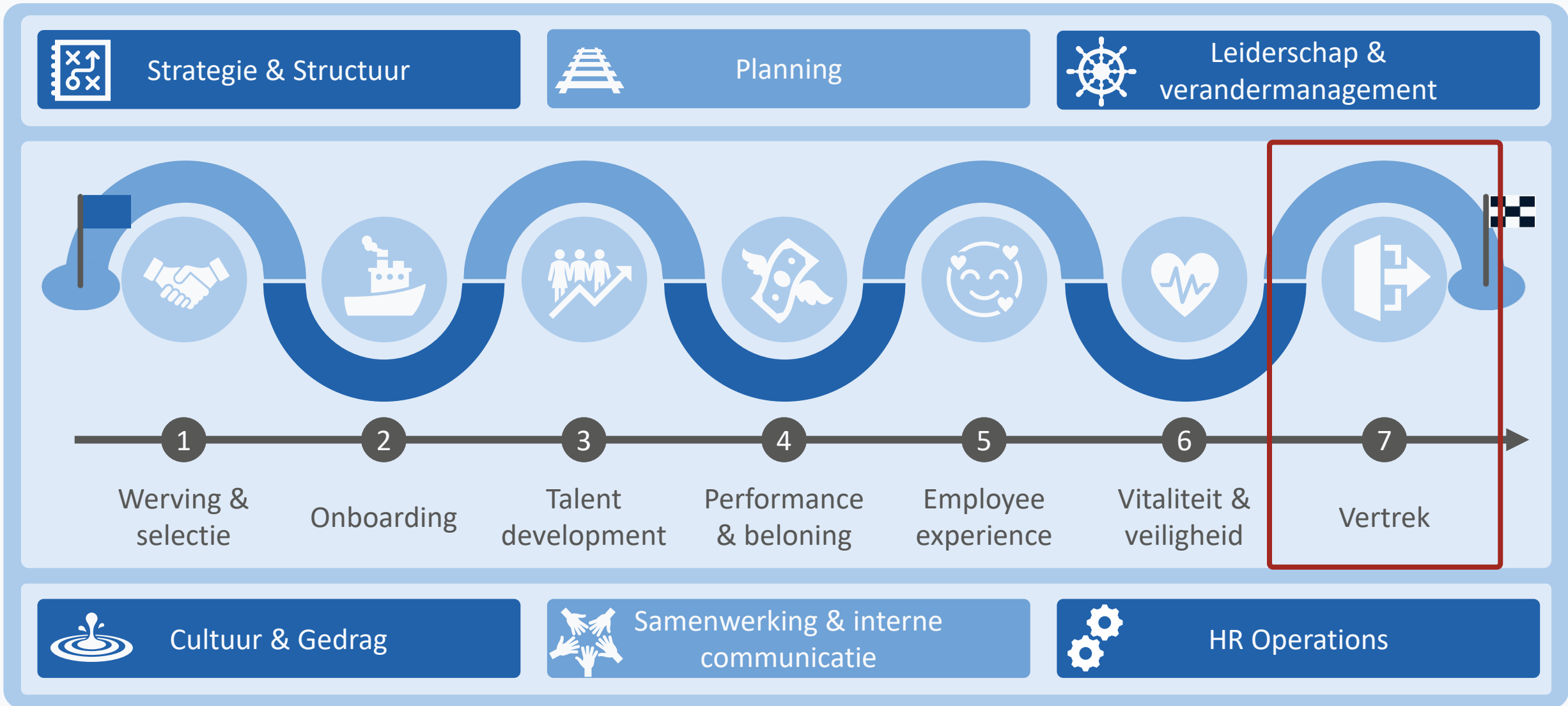


PostNL:

“Wat betekent een bepaalde leiderschapsprofiel van een leidinggevende voor de betrokkenheid en in het verlengde daarvan voor verzuim?”

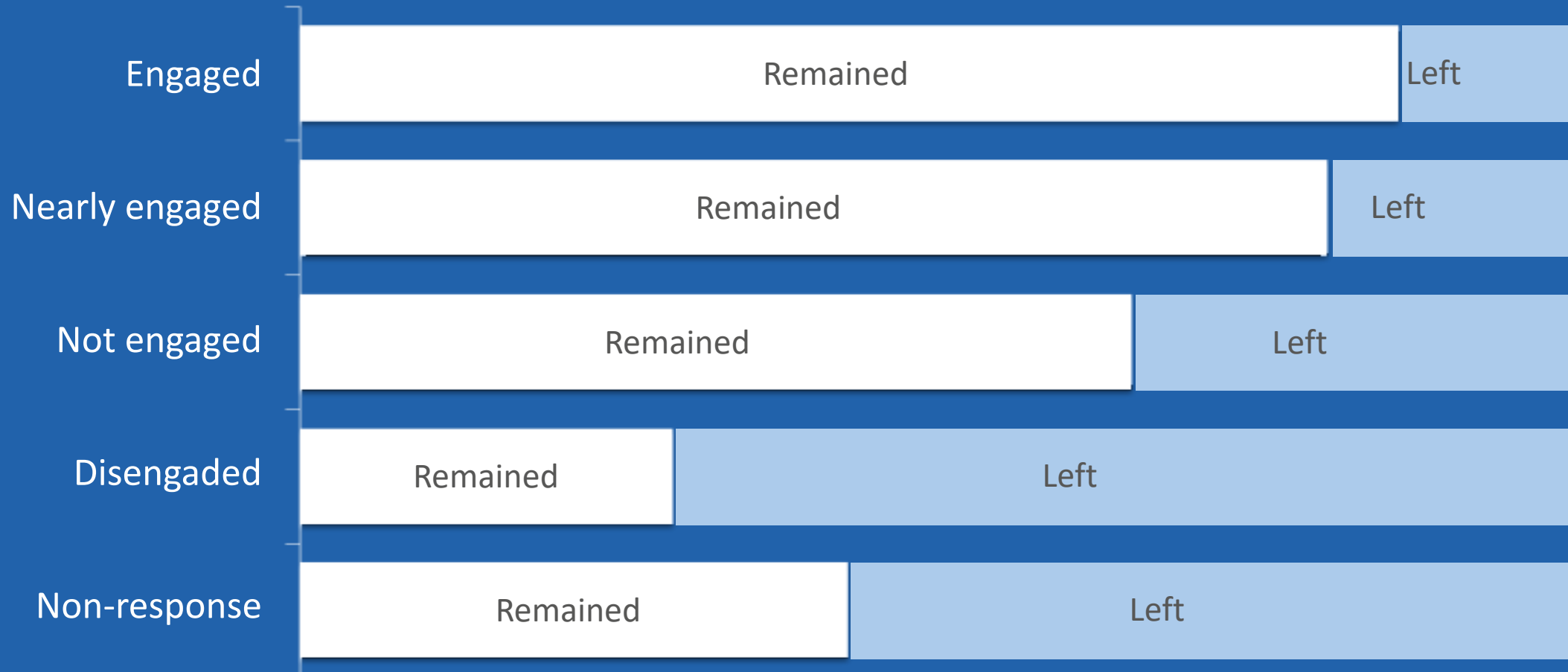
Naar aanleiding van de resultaten kunnen leidinggevenden vervolgens beter worden gecoacht op basis van hun leiderschapsprofiel.”

Datagedreven HR: van werving tot vertrek...

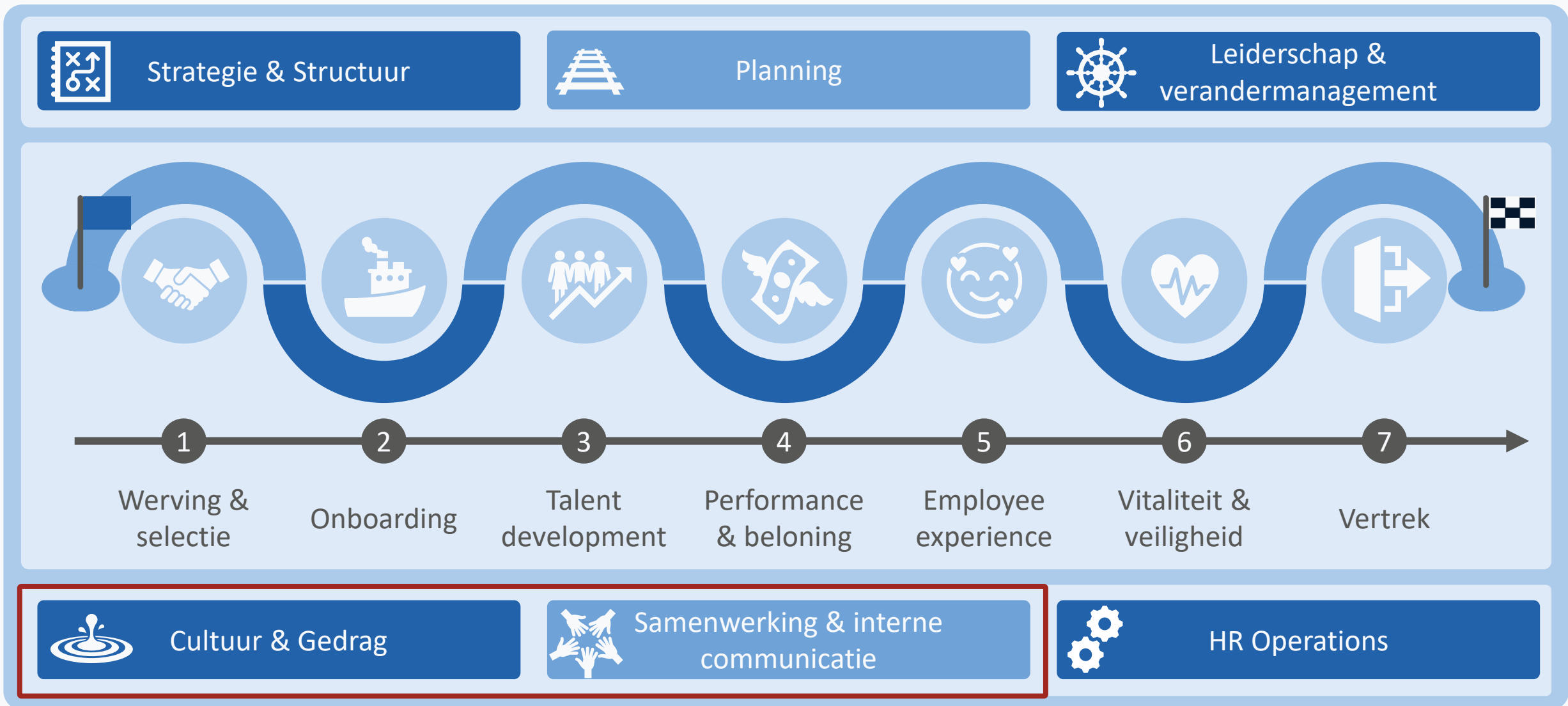


Kunnen we het belang van bevlogenheid aantonen??

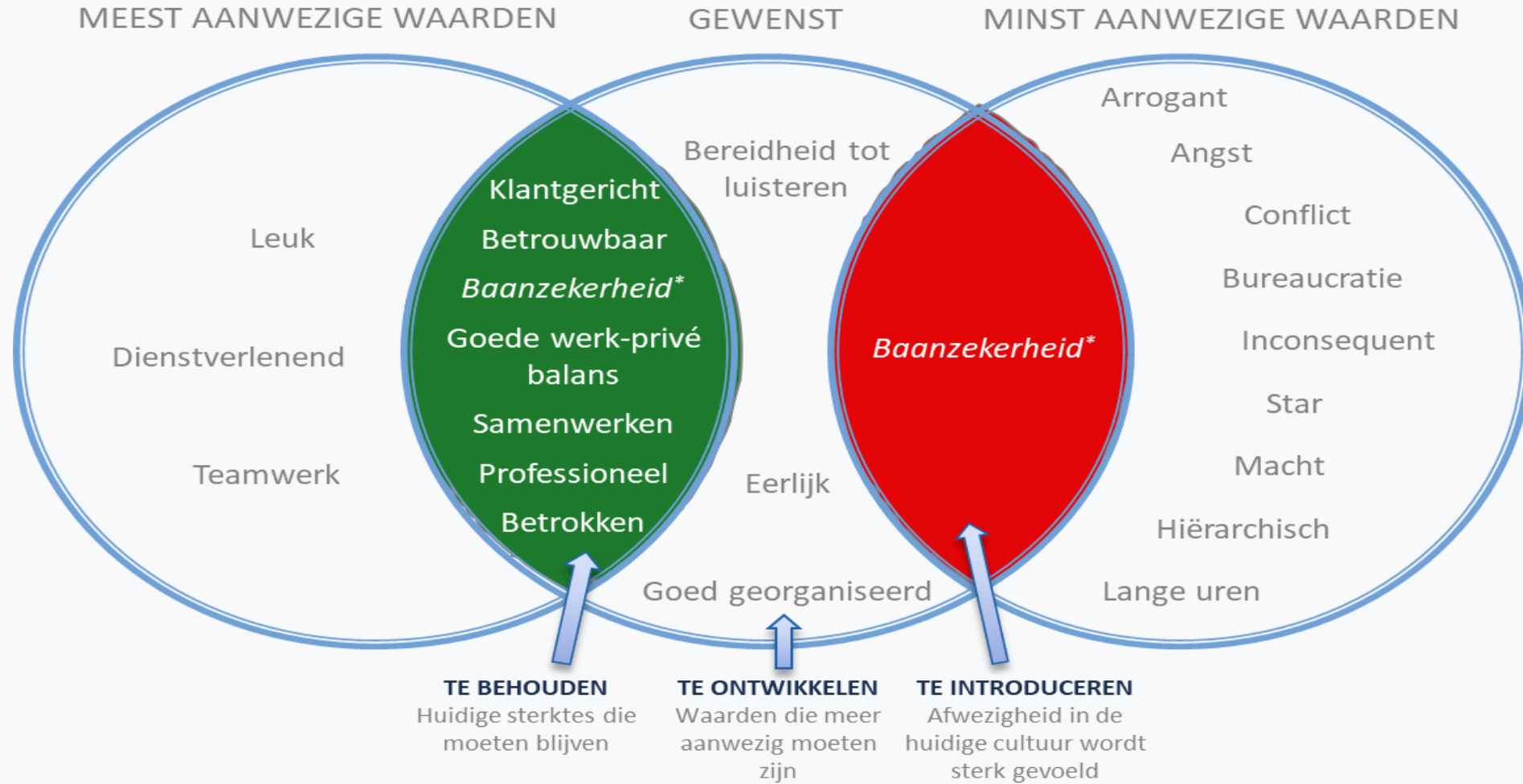
Percentage of employees still working at the organization after 12 months



Datagedreven HR: van werving tot vertrek...

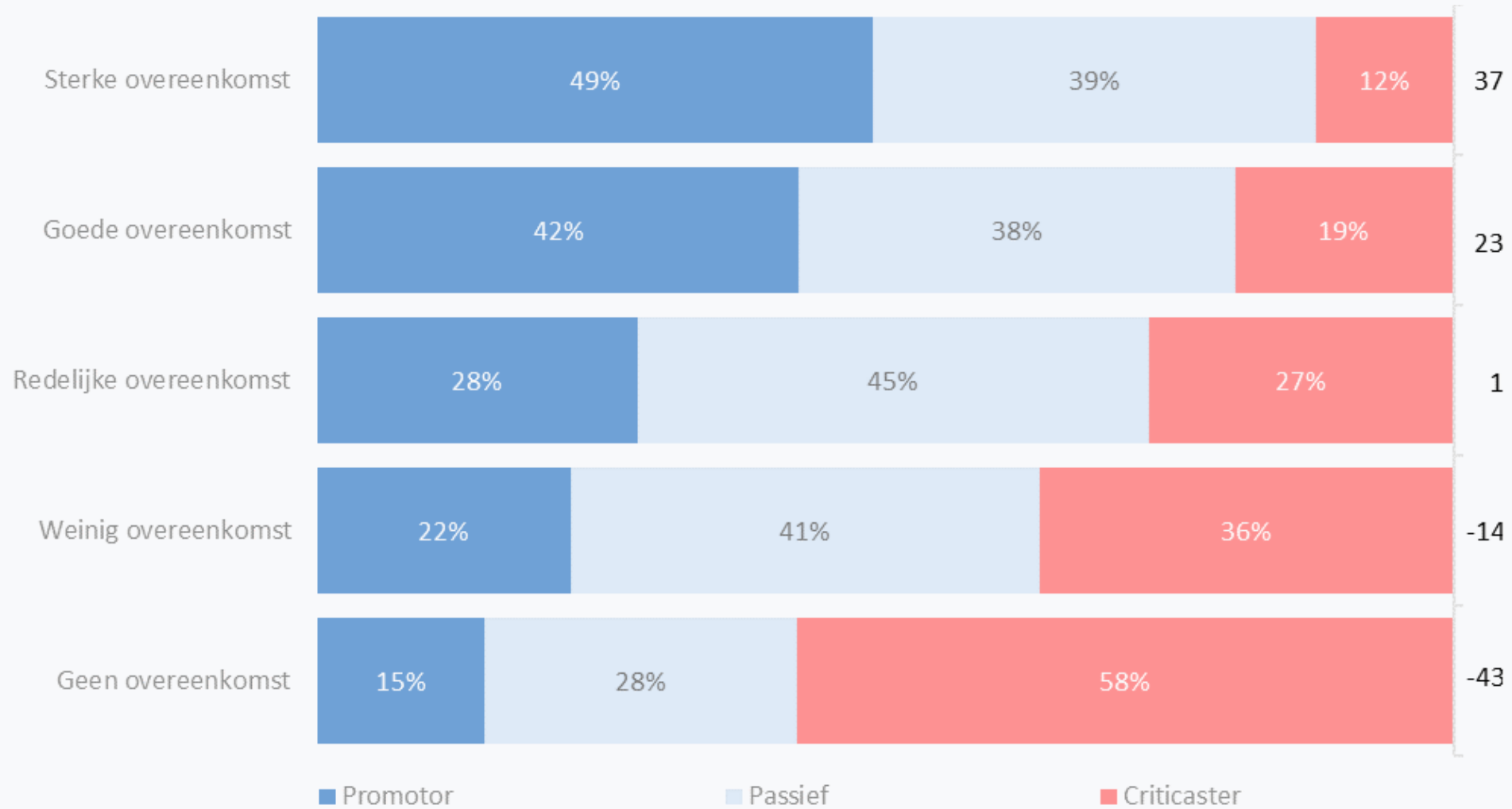


Hebben we een probleem met cultuur?



* Waarde wordt zowel aanwezig als afwezig ervaren

De invloed van cultuur op eNPS!



INCLUSIE 2021

AnalitiQs

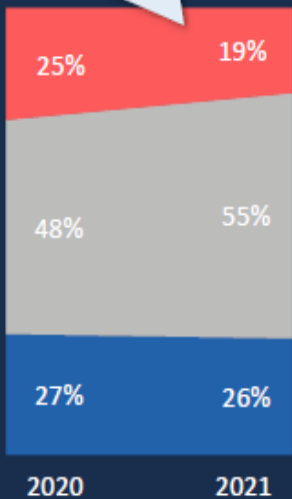
Dit onderzoek is uitgevoerd via het arbeidsmarktpanel van AnalitiQs onder 2500 werkende Nederlanders van 18-66 jaar. Heb je ook een vraag aan werkend Nederland? Neem dan contact met ons op!

Helemaal niet geïncludeerd

Niet helemaal geïncludeerd

Geïncludeerd

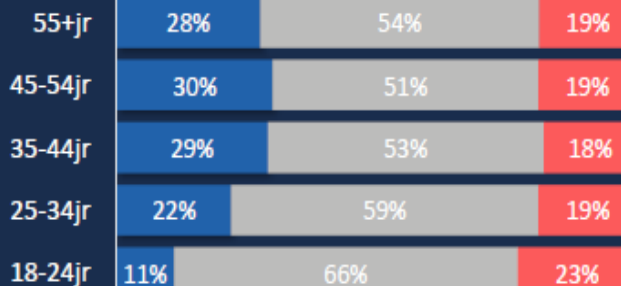
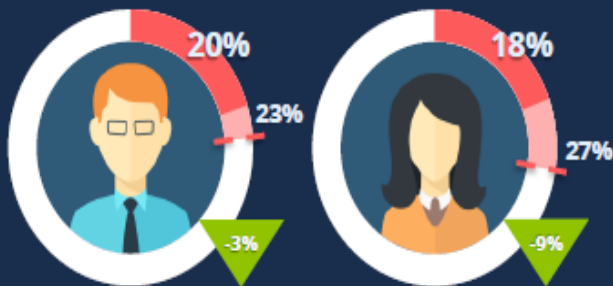
Het aandeel dat zich niet geïncludeerd voelt is sterk gedaald t.o.v. 2020



Niet geïncludeerd 2021

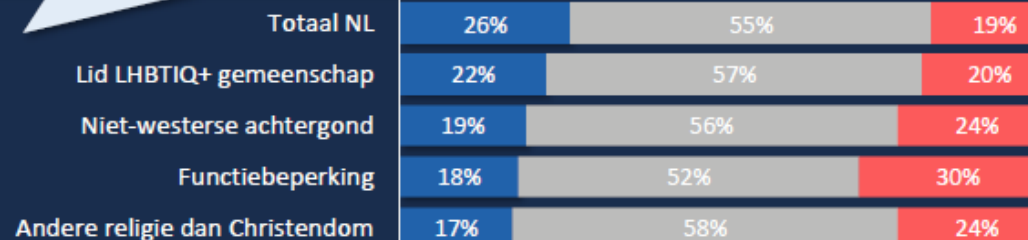
Niet geïncludeerd 2020

Het afgelopen jaar is het aandeel vrouwen dat zich niet geïncludeerd voelt met 9% gedaald

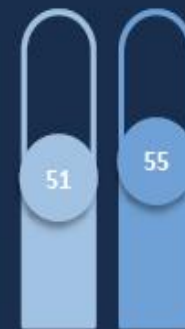


De inclusie van 18-24 jarigen heeft aandacht: ze voelen zich het minst vaak geïncludeerd

Nederlanders die tot minderheidsgroepen behoren voelen zich minder geïncludeerd



eNPS
Totale NL
beroepsbevolking



eNPS
Geïncludeerd

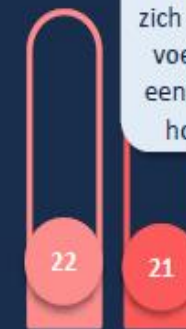


Regenboogkleurige verfroller

eNPS
Niet helemaal
geïncludeerd



eNPS
Helemaal niet
geïncludeerd



werknemers die zich geïncludeerd voelen hebben een substantieel hogere eNPS

Wil jij ook inclusie meten in jouw organisatie, of heb je interesse in een uitgebreidere inclusiebenchmark? Neem contact met ons op voor een vrijblijvende kennismaking!

www.analitiqs.com/inclusiviteit | contact@analitiqs.com | 020 705 87 83

***“A good hockey player plays where
the puck is.
A great hockey player plays where the
puck is going to be.”***

Wayne Gretzky

Vragen?

Irma Doze
Irma.doze@analitiqs.com
+31 6 43 09 32 18

