



# Employee Management in 2018

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5 Ways Employee Intelligence Can Help Boost  
Employee Management

# Employee Intelligence

What does employee intelligence mean?

**Employee intelligence** is a complex business function that helps businesses to maintain and develop the power of employee advantage.

Insights gained from the use of such solutions help in evaluating the strengths and weaknesses of an organization to provide a competitive edge.

## **Why implement employee intelligence solutions?**

To succeed in today's competitive market space, businesses should be capable of managing different organizational aspects. From the HR's perspective, these aspects revolve around employee



*Infiniti's employee intelligence solutions are aimed at helping organizations reap the benefits of having a committed workforce with a strong psychological indenture and actionable business intelligence.*

engagement and employee surveys. However, such cross-sectional studies have certain limiting factors and are incapable of making future predictions.

To overcome such challenges, organizations are implementing employee intelligence solutions to better manage their workforce. Infiniti's employee intelligence solutions help you leverage employee data to not just enhance employee engagement but also to give you the power of employee advantage.

## **Some benefits of employee intelligence solutions:**

- ✓ **Minimize staff costs**
- ✓ **Monitor overall performance**
- ✓ **Recover a failing business**
- ✓ **Compare your performance with that of peers**
- ✓ **Forecast future success**

Here's how employee intelligence solutions can help you develop an effective employee management strategy:

### Correlate data with employee skills

Linking performance data with employee skills helps you identify the key factors that drive employee engagement. Understanding the requirements also helps drive results by improving the effectiveness of employee management strategies.

### Conduct employee surveys

Employee surveys help organizations to read the minds of their employees. It assists them in identifying what works for the employees and how they prefer to learn; thereby, enhancing employee engagement.

### Implement the right processes and tools

It is essential for organizations to develop a robust employee management strategy and choose the right tools to back up the process.

### Derive meaningful insights from employee data

Assessing the skill sets of your employees helps identify skill gaps and offers a clear view of their learning and development needs. It even encourages employers to invest in making the training process more engaging for employees.

### Provide career opportunities

The development of job profiles with clear knowledge requirements and skillsets, along with the right training helps organizations to offer precise career perspectives to the workforce; thereby, helping them move up the corporate ladder.

## LATEST INSIGHTS



### Top Workforce Management Companies – Leaders in Employee Intelligence

Today, companies are looking beyond conventional systems to improve employee productivity and engagement. Workforce management is an integrated set of processes used by organizations to optimize the productivity of their employees.

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### Developing Employee Engagement Strategies for a Metal Fabrication Company

In our latest engagement, we assisted a leading metal fabrication company to optimize their workforce efficiency and enhance employee satisfaction.

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# Success Story

## Employee Engagement Study for a Metal Fabrication Company



### Challenge

A renowned metal fabrication company with manufacturing units spread across geographies was facing predicaments in optimizing their workforce efficiency.

### Benefits

The client identified the key metrics to improve the overall efficiency of their workforce. It also helped them leverage technology to make their work environment more engaging.

### Insights

With the help of in-depth qualitative insights, the client was able to improve their employee retention rate and implement strategic plans to boost employee satisfaction.

**REQUEST PROPOSAL**

## About Infiniti Research

Infiniti Research is a leading provider of actionable market intelligence and advisory solutions that help global organizations in entering, competing, and capturing maximum market potential. Our experienced market researchers follow highly tailored and proven methodologies to support clients with succinct answers for business decisions in areas including Market Opportunity Assessment, Emerging Market Planning, Benchmarking, Value-Channel Analysis and Customer Segmentation.

With a team of 500 researchers spread across four continents we are able to understand diversity in local behavior and business environment, overcome language complexities, proactively identify complex multi-level regulatory issues, and obtain high-quality information on private companies. By using Infiniti as your research partner, you can supplement and augment your internal resources on a flexible basis, increase the productivity of your team, and simultaneously cut costs.

Our researchers have extensive experience in deep dive custom research and consulting assignments for over 100 Fortune 500 companies and numerous small and medium-sized companies across several industry verticals.



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