



Data Science and Analytics is journey of Discovery and Insights

Wh'y in Analytics

Data Science and Analytics is redefining every Industry and has now reached the ramparts of Human Resources. It is becoming a key enabler of success and profits; differentiating one organisation from the other, and thereby providing a competitive edge. Deep dive into data gives valuable Insights

At **Pexitics**, we help you identify and define the business problem or “y” and then solve for it using statistical concepts and tools. The final outcome is in the form of Insights and Recommendations which help you decide on best policies and decisions

How we do it

Methodology

Types of stats

Delivery techniques

Industries we specialise

We have happy customers

Talk to us

We are online

Your data holds huge potential. We work with your data team to take a new look at the data , create data models and marts which are useful for easy and quick analytics and Insights, create codes & process and help define the tools that enable your team to repeat and improve on the analytics we deliver – knowledge transfer.

- ✓ Descriptive
- ✓ Inferential
- ✓ Differences
- ✓ Associative
- ✓ Predictive

Deploy of one or more of these statistical techniques using a framework

DCOVA & I

Visualisation | Predictive Models | Trainings & talks

We excel in HR and Banking Analytics

Analytics techniques can be applied across data points in any industry.

Our present and past customers are in the following industries;

- ✓ Human Resources (all industries)
- ✓ Financial Services
- ✓ Automotive
- ✓ Education

Reach us at

Subhashini S Tripathi – subhashini@pexitics.com ; 7349662320

Reuben Ray – reuben@pexitics.com ; 7349662322

Check our website – <http://pexitics.com/>

Check our Hiring Fitment Score - <https://pexiscore.com/>

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DATA Decisions. Delivered.

2E, Alsa Glenridge, Langford Road, Bangalore –560025, India; Contact – score@pexitics.com ; 7349662320



Following additional Information is for reference purposes only

Sample cases of Human Resources Analytics Consulting

1. A Fortune 500 company invested in an HRIS system. Every month they have automated reports and MIS related to the HR data in the organization. The team has to discuss the data and decide on setting work targets for the coming year.

Techniques used:-

- Data management – how to get the data from the system and format it for use
- Descriptive statistics - They use descriptive statistics to conclude on the most likely scenarios as well as the best and worst case scenarios.

2. To get an ongoing sense of the pulse of the employees, a company is moving towards multiple surveys in a year. However, touching base with each employee is time consuming and costly.

Techniques applied:-

- Sampling as a technique to cut cost and time. They look at creating samples and conducting the surveys periodically.
- Inferential statistics -to identify the best samples and to analyze the results.

3. A company was debating on whether to institute cab drops or give bus passes to the employees. A survey was conducted and employees from across locations voted. The results were tabulated and the team sat together to decide.

Techniques applied:-

- Hypothesis testing :- The HR team analyzed the outcome of each location and checked if locations wise data was looking similar or different
- Clustering (k-means) was used. Finally the locations were clubbed into 2 groups – for cabs vs. bus passes.

Areas of efficiency using HR Analytics today;

Hiring fitment Scoring



L&D Effectiveness Analytics



Engagement Analytics



Engagement Analytics

Attrition Prediction

Employee ROI

Our Customers: TATA Advanced Materials | Fikka Technologies | Worxogo Solutions | GlassOnion | Manipal Global Education Services

Our team is led by Subhashini Sharma Tripathi has provided Analytics training and consultancy to multiple corporates and MNCs which include the likes of Lupin, HP, Honeywell, E&Y, BITS Pilani, Mindtree etc. She is the author of the book “Learn Business Analytics in Six Steps Using SAS and R” (available on amazon.com).

Our first HR Analytics powered product in **PexiScore** which using a proprietary ‘Talent Scoring process’ to ease shortlisting and hiring of candidates. **PexiScore** (*People excellence indicator Score*) enables shortlisting candidates pre-interview to save time and costs. Experience the power of HR Analytics in hiring using <https://pexiscore.com/> today. It’s secure & FREE!