



Reimagining Rewards

The Power of Data

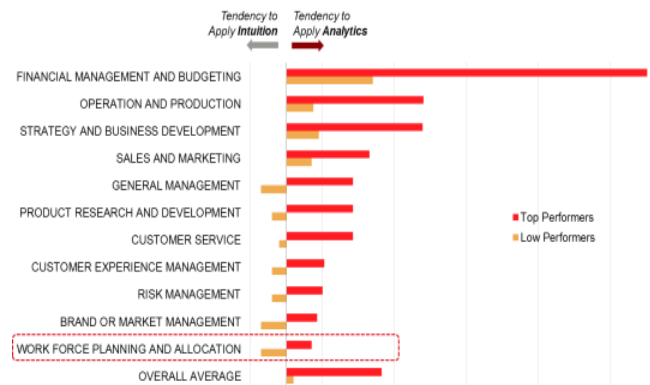
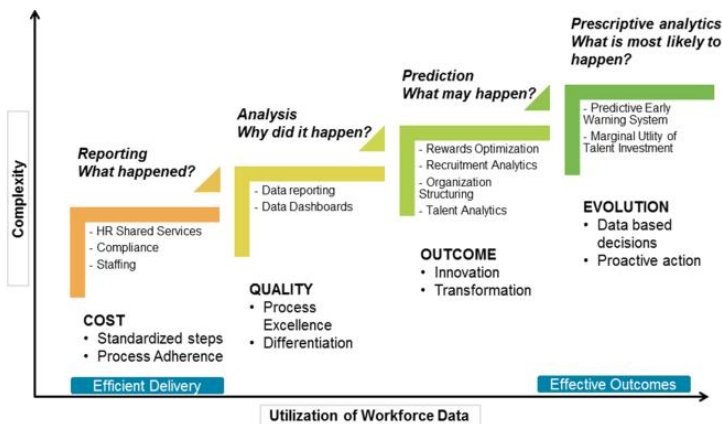
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Remaining Rewards describes the New Path through which the smartest organizations are embedding power of data to transform Rewards system.

Over time, data-driven decision making branches out across the organization. As experience and usage grow, the value of analytics increases, which enables business benefits to accrue more quickly



Evolution of Analytics and its Impact on HR:

Top-performing organizations use analytics five times more than lower performers to attain improved workforce planning, allocation and utilization through strategic and data-driven decision-making

New Wine in an Old Bottle - Where can Analytics make a Difference in Talent Management?

- Predicting and preventing Attrition
- Planning Workforce Requirement accurately
- Total Rewards Optimization based on employee preference
- Hiring effectively by assessing potential for future performance
- Creating workplace that fosters high performance
- Leveraging analytics to ensure employee wellbeing

Changing Expectations from Rewards Professionals:

Our current state was designed for a world that no longer exists. The current state of Rewards professional and the future state to be, reflects change in terms of capability and expectations from a Rewards professional.

CURRENT STATE	FUTURE STATE
Manage by Program	Manage as a Portfolio
Manage Cost	Maximize ROI
Support Business	Enable Business
One Size Fits All	Customized by Individual
Relatively Consistent for All	Differentiation