

## InfohRM Announces the Results of a 2007 European Survey on the Future of Human Capital Measurement

*The findings show that many senior HR Executives are concerned with the ability of current measurement systems to meet the increasing demands of HR reporting and analytics, and that the greatest opportunity for impact exists within 3 HR themes— Workforce Planning, Employee Engagement and Satisfaction, and Training & Development.*

**Washington, DC – November 9, 2007** – The InfohRM Group, the global leader in workforce planning, reporting, and analytics today announced the results of their 2007 survey of European organizations entitled “*The New Frontier of Human Capital Measurement*.” Featuring data from 60 HR leaders, the survey polled participants on such issues as satisfaction with current human capital measurement systems, the extent to which workforce data is used in business decision-making, and the HR areas in greatest need of more effective measurement and reporting.

### **Key findings include:**

#### **Current State of Play:**

1. European HR leaders are extremely concerned with the ability of current measurement systems to meet the increasing demands of HR reporting and analytics
2. Fewer than 25 percent of organizations have made the leap from measurement *efficiency* to measurement *effectiveness*, defined as making extensive use of workforce data in business decision-making
3. While *process-based* metrics are common, human capital *impact* measures are less widely-used

#### **Vision of the Future:**

4. Leaders strongly agree that HR measurement will increase in importance over the next 5 years
5. The greatest opportunities for measurement ROI are in 3 areas: Workforce Planning, Employee Engagement and Satisfaction, and Training & Development
6. An effective assessment of individual and organizational measurement capabilities is critical for developing a metrics strategy and change management plan

According to InfohRM’s CEO, Peter Howes, “The survey results confirm our assumptions about the growing importance of effective human capital measurement, especially in such mission-critical activities as workforce planning and analytics. In order to keep up with the demand for workforce data and insights, European organizations will need to invest in measurement systems that enhance organizational access to data, and in developing the analytics and business partner skills of their HR professionals.”

### **About The InfohRM Group**

The InfohRM Group is the global leader in on-demand workforce planning, reporting, and human capital analytics solutions. With over 25 years of experience, and a strong customer base consisting of *Fortune* 1000, non-profit, and government clients, InfohRM has paved the way for organizations to measure the impact of human capital initiatives and drive business results. The InfohRM solutions couple a leading edge on-demand technology platform with strategic consulting services to focus on the analysis of data to help organizations make informed decisions around human capital practices. Learn more at [www.infohRM.com](http://www.infohRM.com)

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