



HR Data Quality and its Impact on Business Projects

Do you know the feeling when the business asks for data, and you know that the data you deliver is not what it should be?

HR data has different uses in a company that range far beyond headcount or turn-over reports. More often than not, data is also used to analyze a company's current position and its future. It allows HR professionals and management to use a data-driven approach to make better business decisions that improve the companies' performance.

However, if the quality of the HR data is inadequate, it might not just jeopardize a project.

Where does data quality start?

Is it with the submission of candidate's resume? Or is it after the candidate becomes an employee and the shared responsibilities come into play? Who is responsible for data quality? Many questions, only few clear answers.

For example, let us imagine a case where two HR reports from the same company are not consistent. After a short or long investigation, you find out that a substantial number of employees were not attributed their correct position, department or any other important piece of information. On its own, such a mistake does not cause a project's failure, but such data inconsistencies sure are able to influence the outcome, the timeline or the prognosis prepared for said project.

Therefore, it is essential to realize that HR data quality starts with the first mouse click. Every little, seemingly simple step of the way can cause major disruption. If processes and the way in which different data entries intertwine are not understood properly, one single click can cause a sum of inconsistent data, which, in turn, can have a substantial impact on not only HR and its projects.

Do you see yourself in this description, and do you think you need someone to review your data quality? We are here to guide you through the maze.