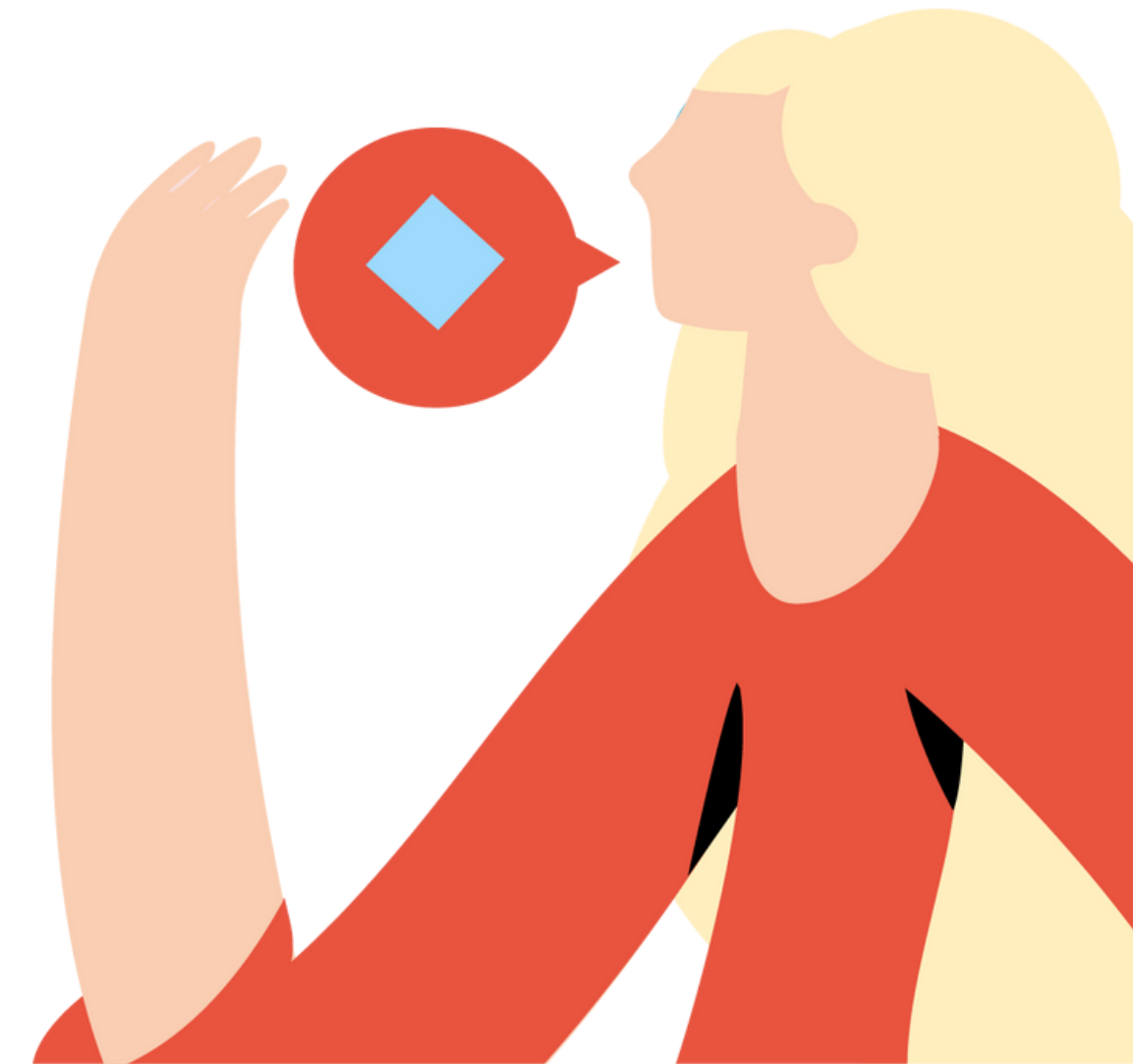
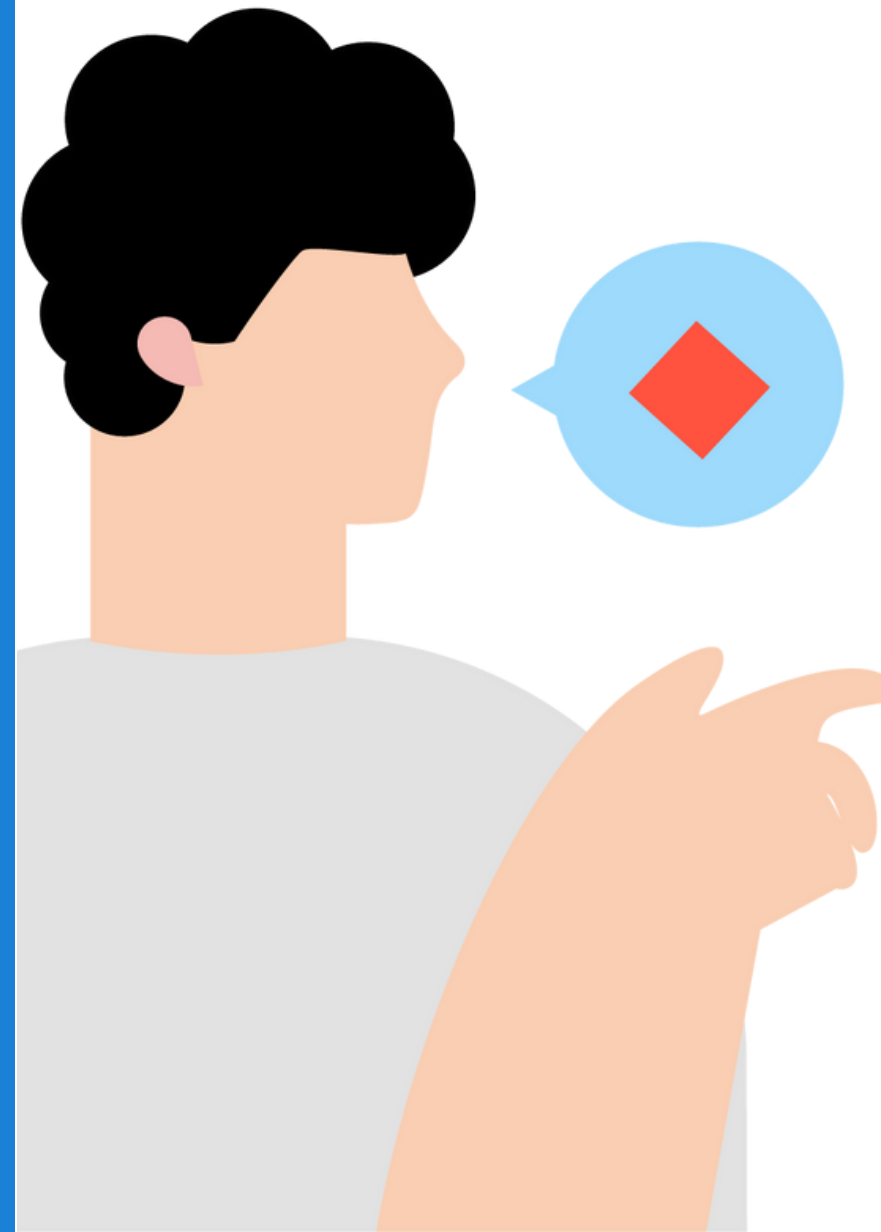


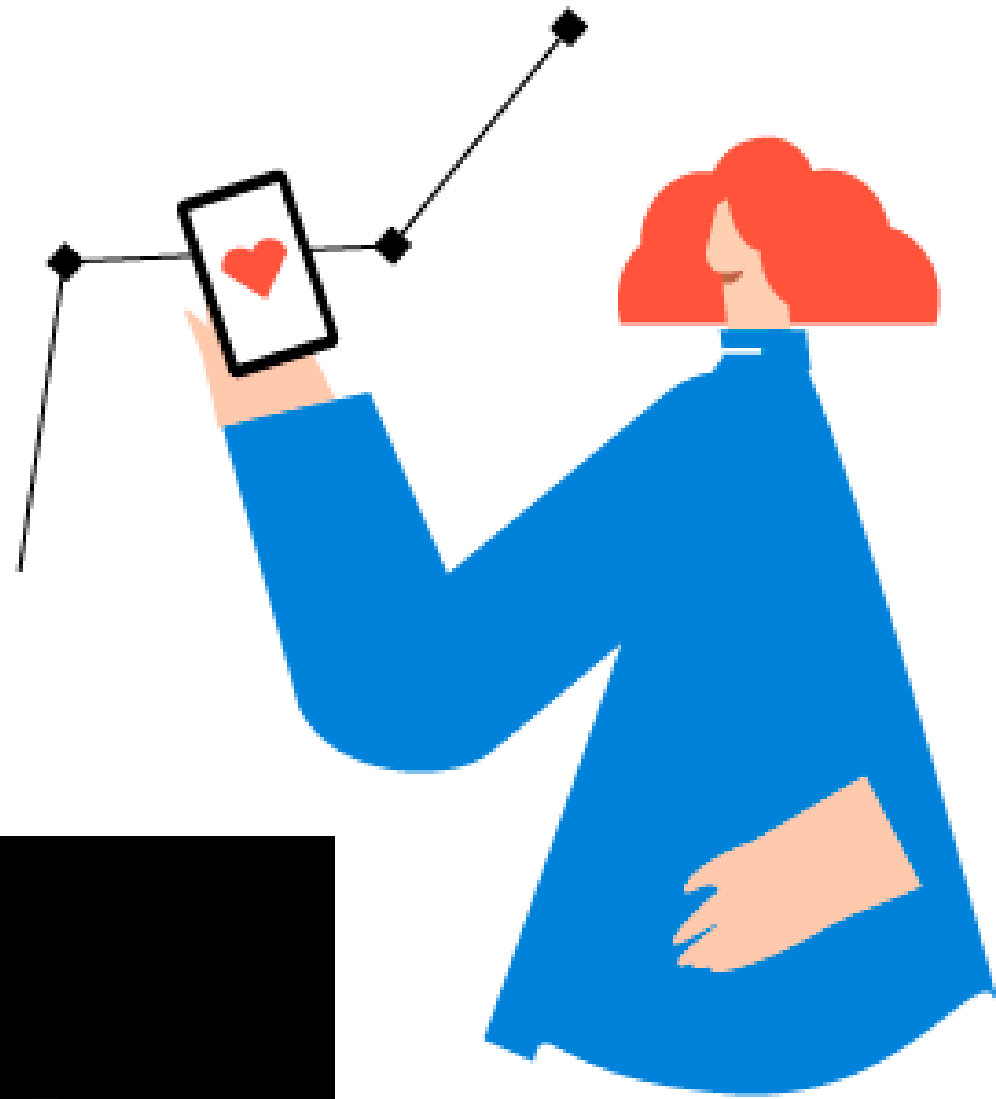
# Webinar HR Indicators: the must-haves for 2025

---

We'll start at 12:02  
p.m.

February 5<sup>th</sup>, 2025





# Agenda

KARA HR PRESENTATION

OUR NEXT ACTIVITIES

HR DASHBOARD

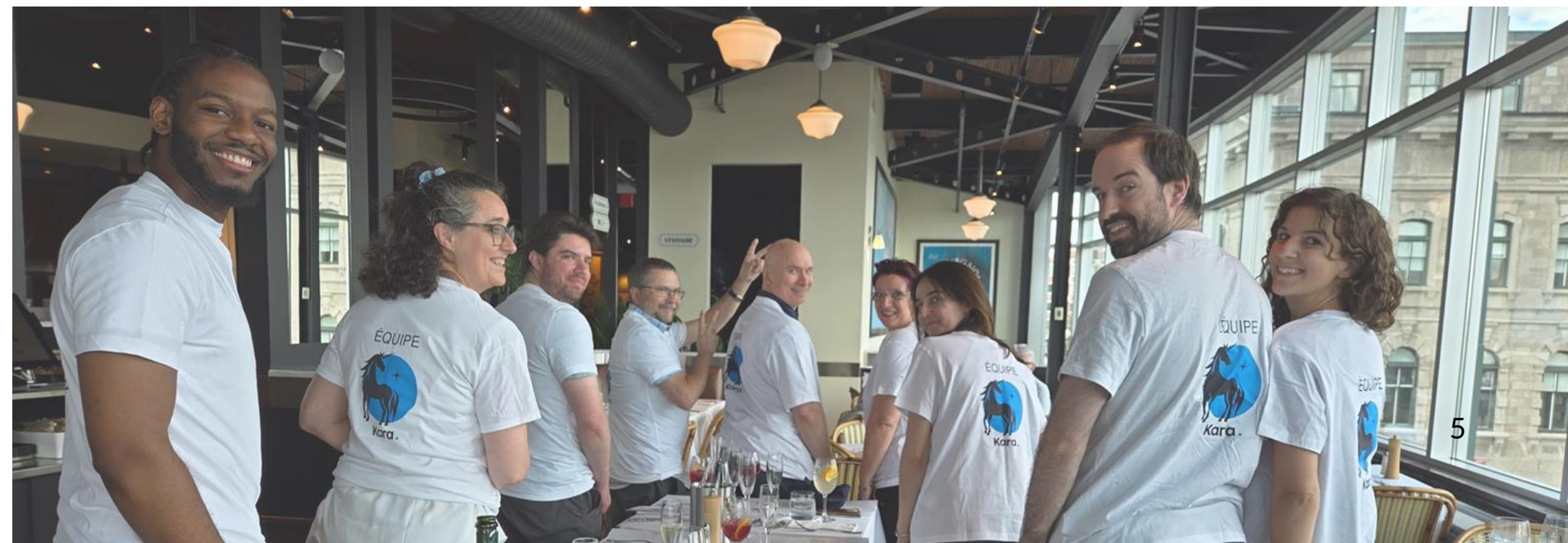
CHALLENGES OF 2025

INDICATORS FOR 2025

QUESTION PERIOD

## WHO WE ARE

We are a team of 9 passionate French Canadians who have developed a **People Analytics Solution** that revolutionizes human resource management by combining **business intelligence, data analysis, and artificial intelligence**, all to meet the growing demand for **data-driven decision-making**.





# Andrée Laforge

## President and Kara Product Manager



Passionate about business intelligence, performance indicators and human capital, she hosts the Kara blog and participates in several People Analytics forums.

In 2018, she was named one of the world's “Top 50 HR Analytics Influencers”.

# Emmy Ruel

## People Analytics Advisor

Since 2016, Emmy has been helping our customers implement their People Analytics projects. She is particularly passionate about HR Benchmarking.

She ensures that your talent always remain at the center of your People Analytics project.





# Upcoming activities

A FEW DATES TO REMEMBER ...

You will receive



**After this webinar:** A satisfaction survey

**The following week:** The presentation and a link to the recording

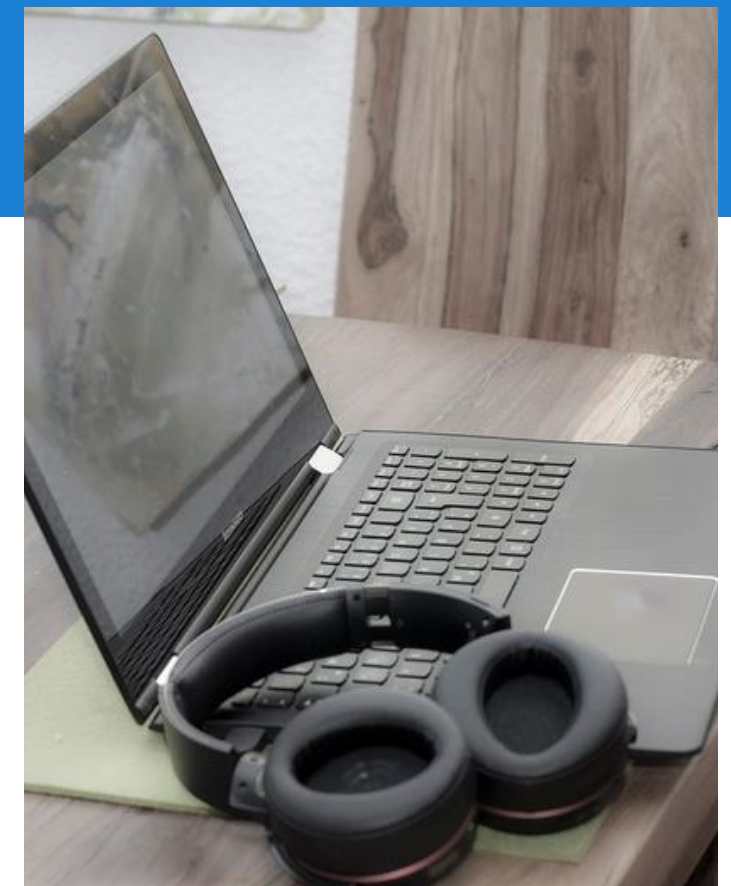
Our next activity



**Sommet de l'Innovation Tech RH**  
February 18, 2025

[REGISTER](#)

Our next webinar

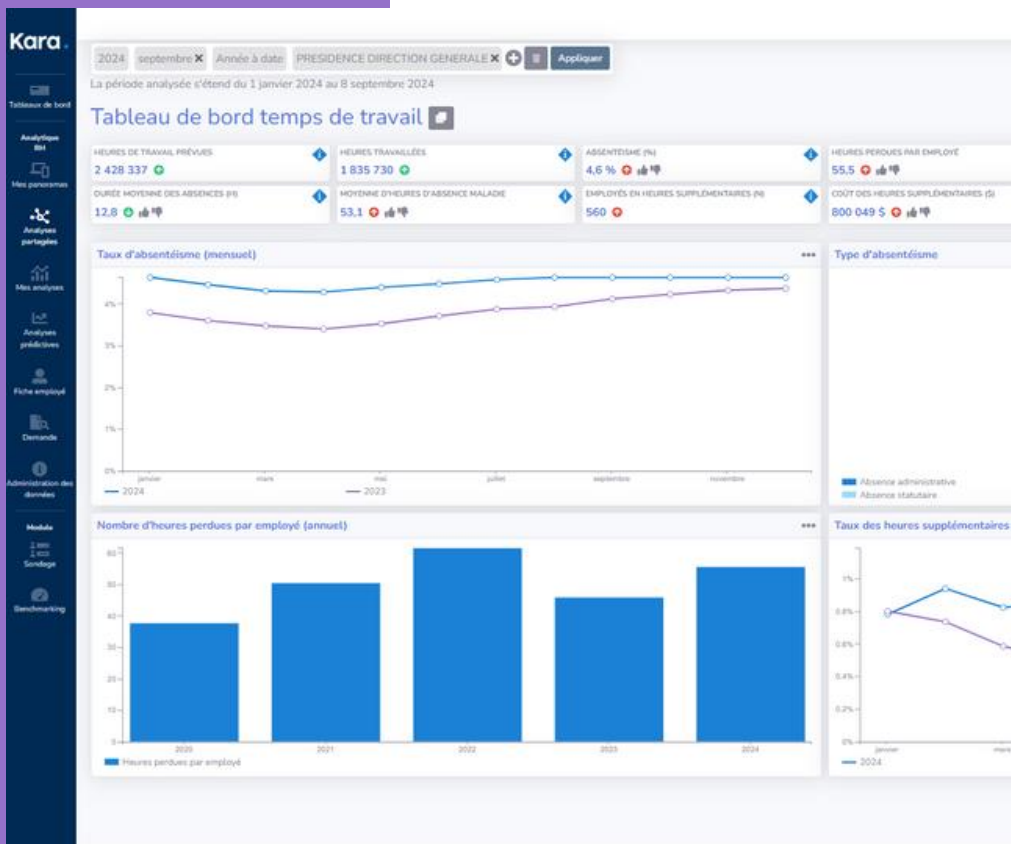
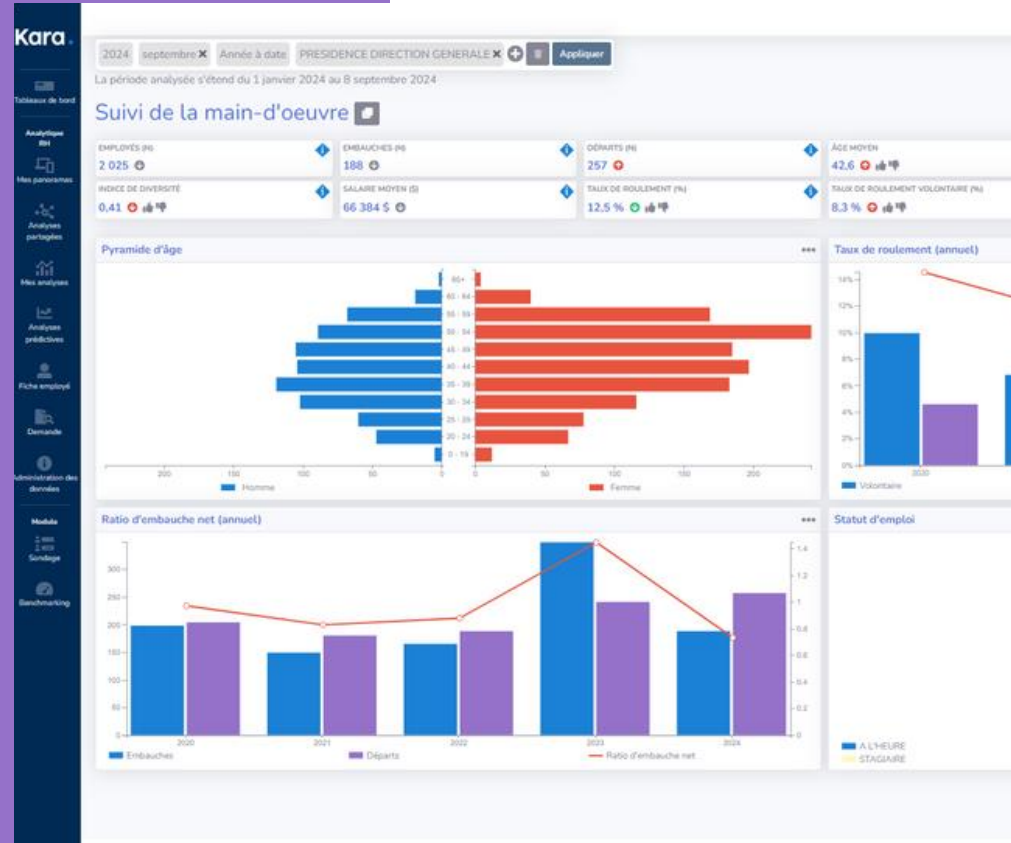


**How to create a good HR Data Culture**  
March 25, 2025

[REGISTER](#)

# HR Dashboard





# HR Dashboard

QUALITIES OF A GOOD HR DASHBOARD

1

## INDICATORS

You need to present indicators in line with your organizational strategy.

2

## DATA

You need to use quality data.

3

## COMPARABILITY

You need to be able to compare your results.

4

## ADAPTABILITY

Your organization is evolving. Your dashboard should evolve with it.



# HR Indicators

How to choose the right indicators?

- Understand the company's goals
- Consult with stakeholders
- Identify key HR processes
- Define performance criteria
- Select indicators
- Assess feasibility of data collection
- Establish performance thresholds
- Ensure relevance over time
- Communicate and explain
- Implement progressively
- Analyze indicators and adjust if necessary



# Challenges of 2025



# 2025

## MAJOR CHALLENGES AND OPPORTUNITIES

- Accelerating **digital transformation**, notably with the growing adoption of **artificial intelligence**
- Increased emphasis on **equity, diversity and inclusion (EDI)**
- A growing emphasis on **well-being and the employee experience**
- A **still uncertain economy**, influenced by dynamics in the United States
- A **generational transition** in the job market





# HR Indicators for 2025



# Indicators for 2025

## WHY CHANGE YOUR HR INDICATORS IN 2025?

Because HR indicators are not fixed in time. They must be adapted each year to reflect :

- The changing realities of the working place
- Your organization's strategic priorities
- Rising employee expectations





**“ Yesterday ‘s indicators may no longer be sufficient to meet today's needs , let alone anticipate those of tomorrow. That's why it's imperative to regularly review your dashboards to keep them relevant and strategic.”**



# Artificial Intelligence

## THE UTILIZATION RATE OF FREE GENERATIVE AI TOOLS

This indicator will give you an overview of the current state of adoption of these tools in your organization, help you better understand usage, and identify training or coaching needs. This first step is essential to lay the foundations for a thoughtful and strategic integration of AI into your HR practices.



### Additional performance indicators

- ✓ Rate of participation in AI training courses for HR Team
- ✓ Rate of participation in AI training courses
- ✓ Frequency of use of AI tools
- ✓ Investment in AI tools per employee

# Equity, diversity and inclusion (EDI)

## RESPONSE RATE TO SELF-DECLARATION

Organizations have a responsibility to take concrete action to ensure equity, cultivate an inclusive culture and integrate diversity into all aspects of their operations. However, a major challenge facing organizations is access to reliable data on diversity.

This indicator is essential to monitor, as it enables us to assess not only participation, but also the level of employee confidence in the organization's EDI initiatives.

### Additional performance indicators

- ✓ Diversity index
- ✓ Wage gap by gender or affiliation group
- ✓ Promotion rate by under-represented group
- ✓ Resignation rates by under-represented group
- ✓ Participation in EDI training courses

# Workplace well-being

## PERCENTAGE OF EMPLOYEES ON SICK LEAVE

Employee well-being is no longer just an HR concern: it has become a strategic pillar for attracting and retaining talent, improving performance and building a resilient organizational culture.

This indicator measures the percentage of employees who are absent due to illness. We recommend that you distinguish between absences due to psychological disability, to get a clearer picture of your organization's mental health challenges.

### Additional performance indicators

- ✓ Employee satisfaction rate
- ✓ Number of disability days per employee
- ✓ Voluntary turnover rate
- ✓ Participation rate in wellness initiatives
- ✓ EAP utilization rate



# Recruitment

## NUMBER OF REQUISITIONS FOR NEW POSITIONS

The current economic uncertainty is putting increasing pressure on organizations. They are trying out new strategies to cut costs, notably by optimizing their resources and, for some, by introducing hiring freezes or rethinking their recruitment strategies.

This indicator offers a direct perspective on an organization's ability to meet its needs while keeping costs under control.



### Additional performance indicators

✓ Promotion rate

✓ Net hiring ratio

✓ Cost per hire

# Generational transformation

## ACTIVE GENERATIONAL RATIO

With the aging of the Quebec population and the gradual departure of baby-boomers, organizations are seeing their workforce evolve rapidly. Generations Y (millennials) and Z now occupy a predominant place, bringing new perspectives, skills and expectations.

This indicator compares the number of employees from generations Y and Z to the number of employees from generations X and baby-boomers. This ratio enables you to measure the balance between generations within your organization.

### Additional performance indicators

- ✓ Early retirement rate
- ✓ Retention rate by generation
- ✓ Intergenerational satisfaction index
- ✓ Proportion of intergenerational mentoring



# Upcoming activities

A FEW DATES TO REMEMBER ...

You will receive



**After this webinar:** A satisfaction survey

**The following week:** The presentation and a link to the recording

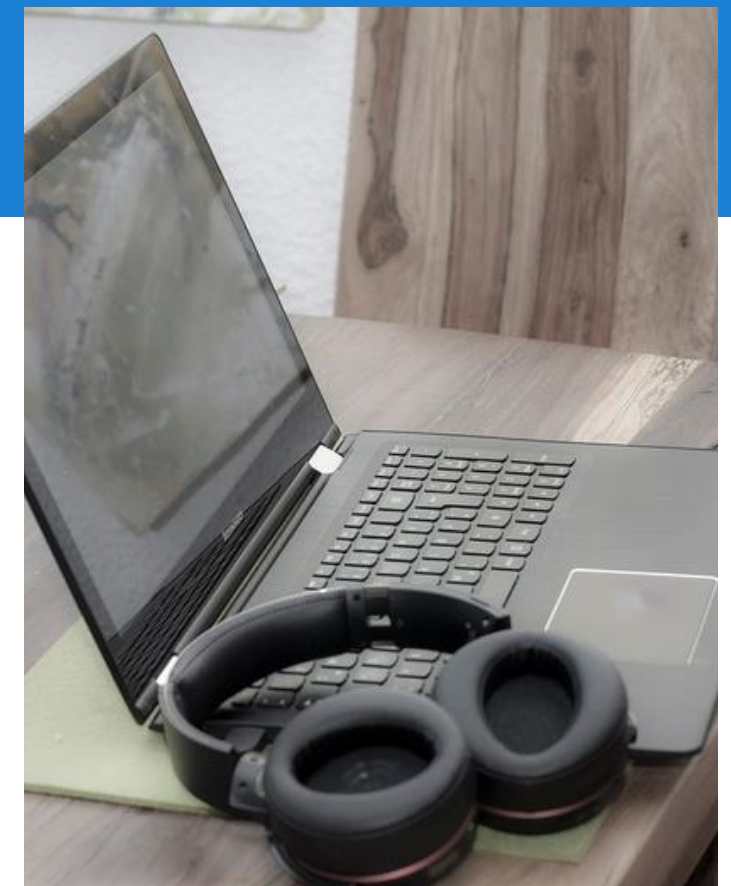
Our next activity



**Sommet de l'Innovation Tech RH**  
February 18, 2025

[REGISTER](#)

Our next webinar



**How to create a good HR Data Culture**  
March 25, 2025

[REGISTER](#)



# Thank You

JOIN US ON

**KaraHR.com**