

# PeopleFluent Research Institute



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## Quantitative Analysis to Help Uncover Hidden Discriminatory Practices.

As HR continues to evolve beyond a transaction-based function to a strategic component of the organization, greater insight and analytics will be required. To drive engagement within your workforce, you must understand the make-up of your organization to determine if you are working toward organizational goals and maintaining compliance at every step.

What if you had an outside team of professional PhD-level consultants and support staff to evaluate allegations of discrimination and provide you in-depth analysis of your critical business decisions? The PeopleFluent Research Institute (PRI) is helping HR breakdown the internal silos between critical practices such as recruiting, hiring, performance and compensation by analyzing HR metrics and demonstrating the impact each have on another and organizational goals.



### Key Benefits

Leverage similar statistical methods as the OFCCP to reduce risks and defend HR practices.

Anticipate legal liabilities before an OFCCP audit or EEO claim.

Analyze selection decisions and compensation to identify and address potential discrimination before costly financial consequences.

### **Hiring Decision Analysis**

Evaluate various steps of hiring process to identify and isolate if and where adverse impact exists.

### **Compensation Analysis**

Analyze differences in current pay rates based on claims filed under Title VII of the Civil Rights Act or the Equal Pay Act or anticipate what the OFCCP may find in an audit.

### **Termination and RIF Analysis**

Analyze differences in termination rates for adverse impact of any group of employees by age, race or gender.

### **Performance Evaluation Analysis**

Determine if a particular protected group receives a disproportionate number of lower ratings

### **Test Validation**

Evaluate the validity of employment test/s used in the hiring or promotion process

### **OFCCP Audit Support / Employment Litigation Support**

Defend yourself in employment discrimination lawsuits or wage-and-hour collective actions by engaging PRI consultants to testify or serve as experts

**For more information about PeopleFluent Research Institute, contact us at 800-782-1818.**

## About PeopleFluent

PeopleFluent, the leading total workforce HCM technology company, redefines Talent Management with an innovative Talent Engagement Cloud that is built around people and not HR processes. PeopleFluent has worked with over 5,100 organizations in 214 countries and territories to engage employees to drive better business results. Today, 80% of the Fortune 100 relies on PeopleFluent as part of their talent management delivery strategy, helping them successfully achieve their talent aspirations.

