

PwC Saratoga Benchmark

Get Started

Please contact one of our PwC Saratoga professionals to discuss your company's needs and to obtain login credentials to access the benchmark.

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Is your workforce data helping you make better human capital decisions to drive business performance?

A CHRO looks at key dimensions of workforce performance and understands that driving alignment to the business strategy is the key priority. The fundamental challenge is balancing these demands to deliver optimal value to the wider organization while delivering an effective and efficient HR organization. Companies are increasingly looking to harness the power of workforce data—surveys, metrics, and predictive analytics—to position themselves to make better workforce decisions to drive business performance. Savvy management seeks to transform the organization's design and talent model and effectively and efficiently source, recruit, acquire, train and retain the best employees.

HR organizations face a number of challenges:

- Operational efficiency
- Talent alignment
- Workforce strategy

Benchmarking: Building your relationship with PwC Saratoga

PwC Saratoga delivers human capital surveys, metrics, and workforce analytics to help leaders make better human capital decisions. We offer thorough coverage in the HR benchmarking space, with 350 metrics from over 1,000 organizations. Our benchmarking covers multiple industries and countries—US, Europe, Latin America, Asia—as well as custom peer groups and standardized reports.

PwC has four distinct project components that work to this end: full benchmark membership, an activity analysis survey, performance surveys, and executive interviews.

Detailed Benchmarking of HR Function

Full Benchmark Membership

- Enables objective comparison of HR function with external peers (against industry and cross-industry organizations based on your business complexity and size) and supports leading practices gap analysis
- Provides a standard set of quantitative and qualitative metrics covering HR processes and practices
- Collects data using an integrated web-based tool and supported by PwC's benchmark professionals
- Provides an analysis of strengths and opportunities, and actionable recommendations

Activity Analysis Survey

- Samples the activities that HR FTEs perform within a given process
- Helps determine the relative value performed within a process
- Guides the recommendation process by allowing HR processes to be examined at a more granular activity level
- Web-based survey takes 10-15 minutes to complete online

Performance Survey

- Covers customers' views on HR expectations and performance
- Supports gap analysis of HR performance
- Web-based survey of HR's key customers – senior managers and executives from across the business
- Provides an independent view of HR performance

Executive Interviews

- Used to qualify benchmark findings by gaining meaningful understanding of the challenges
- Structured interviews with key HR and business leadership, end-to-end
- Provides diverse view of HR priorities, challenges and direct feedback about leadership, technology, support, organization, and people

