

Use of data analytics in EU establishments

Highlights from ECS 2019

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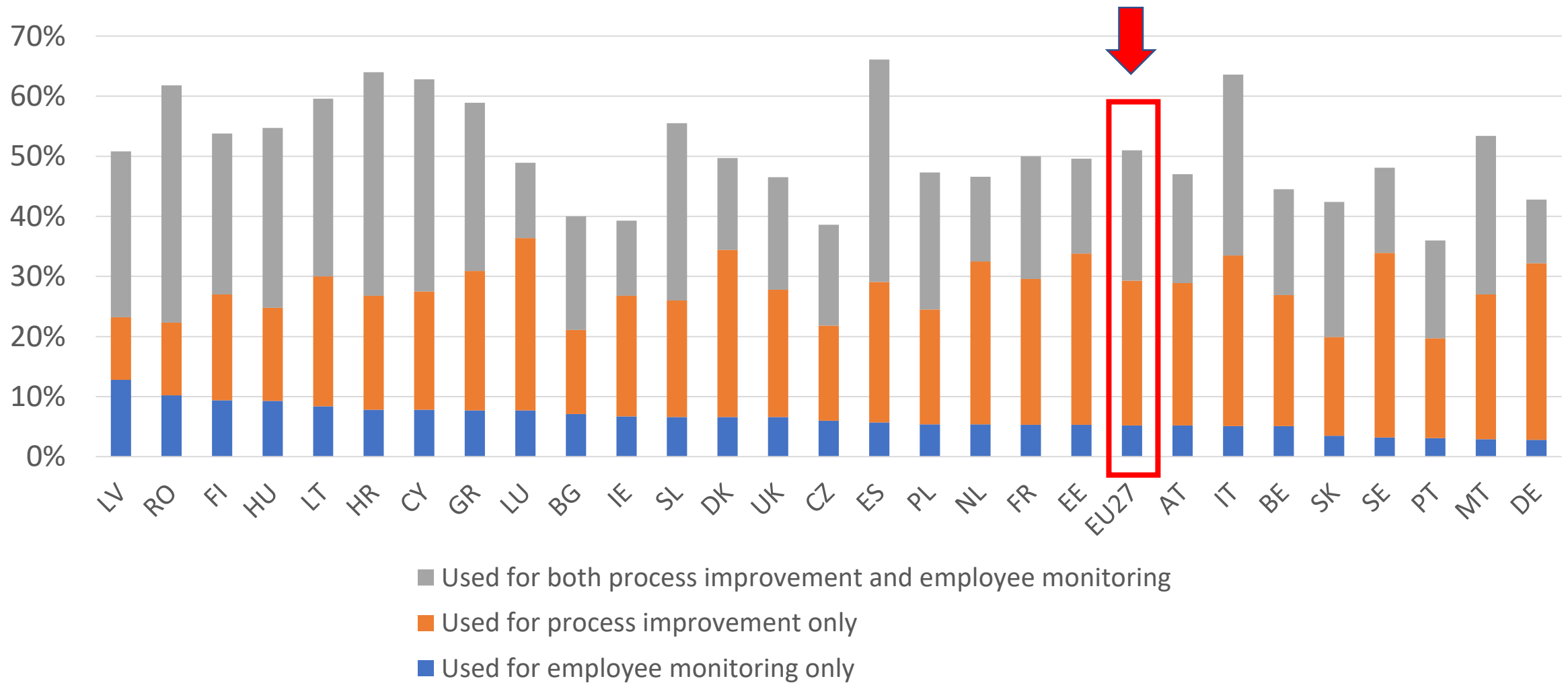
Unit B, Eurofound

Data analytics for employee monitoring

- European Company Survey 2019 (cross national establishment survey)
- Carried out by Ipsos on behalf of Eurofound & Cedefop
- 21,869 establishments with 10 or more employees in the EU27 (and the UK)
- Fieldwork: January-July 2019
- Push-to-web methodology



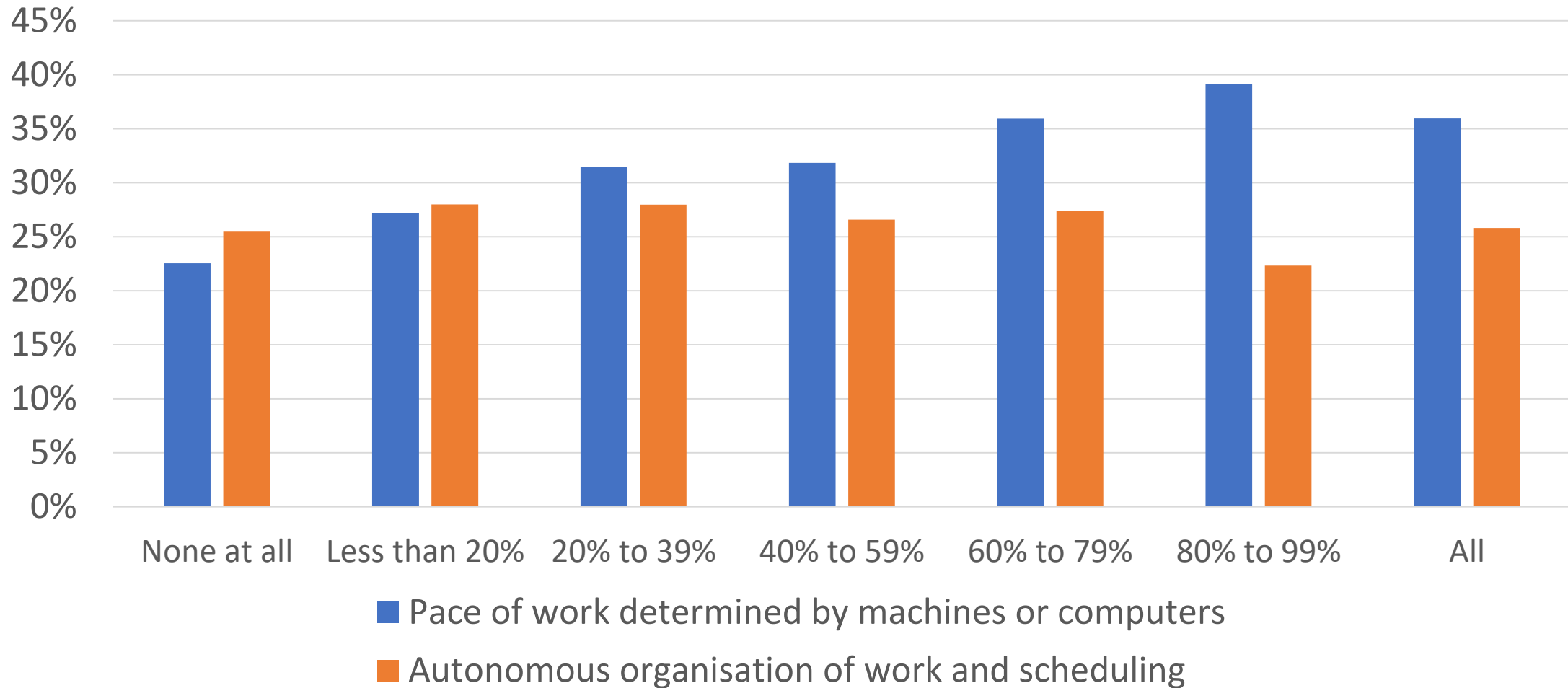
Use of data analytics for process improvement and/or monitoring employee performance



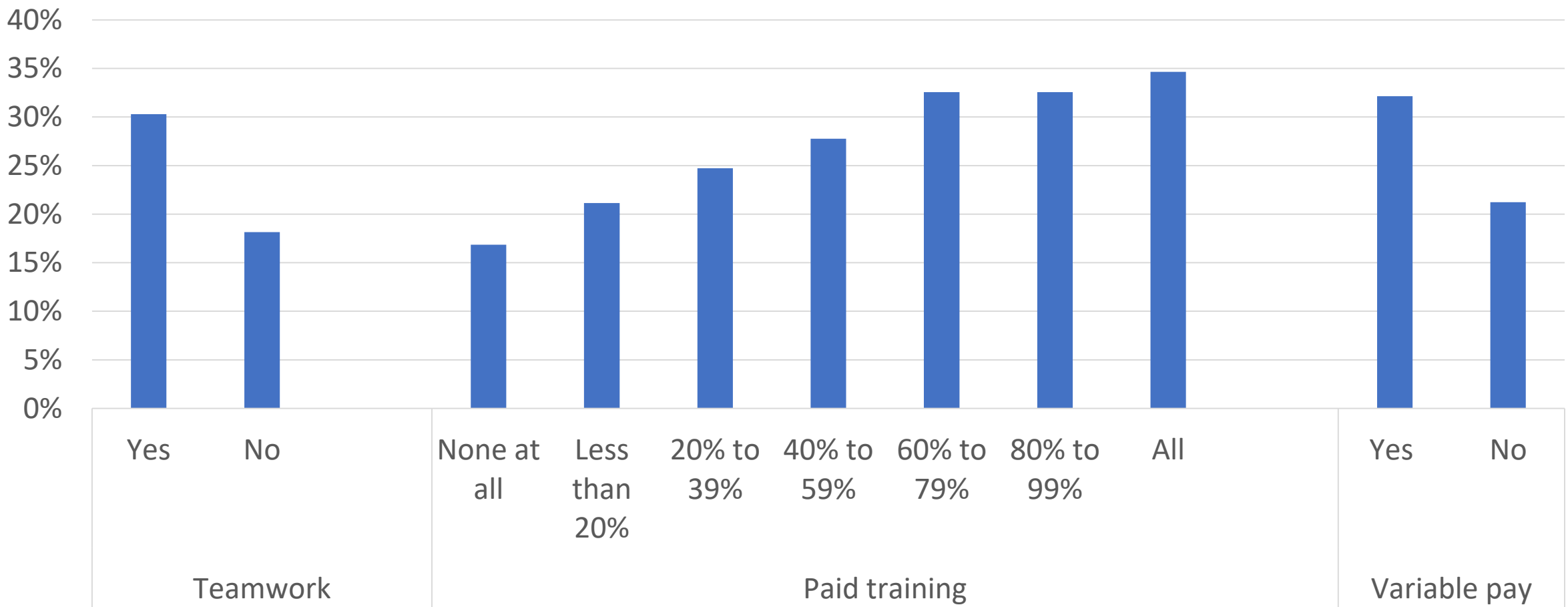
Few more findings from data analysis

- More than half of the establishments characterised by 'high use of robots' use data analytics for monitoring employee performance
- Use of data analytics for monitoring employee performance is found to be most prevalent in transport (36%) and least prevalent in construction (20%)
- Large establishments (250 or more employees) are most likely to report the use of data analytics for employee monitoring and small establishments (10 to 49 employees) the least likely (40% and 25%, respectively)
- Use of data analytics positively correlated with the presence of a recognised body for employee representation in the establishment. This holds true when controlling for establishment size, sector and country

Use of data analytics to monitor employee performance by different work organisation modalities



Use of data analytics to monitor employee performance: % of workplaces with 'high performance workplace characteristics'



Data analytics to monitor employee performance and workplace outcomes



Thank you!