

Affirmity Workforce Analytics

Quantitative Analysis to Ensure Fair Employment Practices and Mitigate Risk

As human resource functions continue to evolve and organizations recognize their strategic value, HR teams and organizations must deliver reliable data analytics and meaningful, actionable insights. Affirmity's team of professional PhD consultants have the analytic skills and experience it takes to evaluate employment practices across the talent lifecycle.

We use the same statistical methods as regulatory authorities to evaluate pay equity, hiring decisions, termination rates, adverse impacts, and other employment practices.

With our workforce analytics team, you gain a trusted partner to assess potential allegations of discrimination and provide in-depth analysis of your critical business decisions. We help your HR team break down internal silos between recruiting, hiring, performance, and compensation by demonstrating the impact each has on another and on organizational goals.

Our quantitative analysis ensures compliance with U.S. workforce regulations, uncovers opportunities to improve diversity programs, and provides risk mitigation.



Key Benefits

- Reduces risks and defends HR practices using similar statistical methods as the OFCCP
- Anticipates legal liabilities before an OFCCP audit or EEO investigation
- Achieves compliance and diversity goals through advanced statistical analysis of recruiting, hiring, performance, and compensation practices
- Identifies potential discriminatory practices and avoids financial consequences

Hiring Decision Analysis and Test Validation

Our experts can evaluate all steps in your hiring process to identify whether and where risks or adverse impacts exist. We can also evaluate the validity of employment tests used in your hiring or promotion process.

Pay Equity Studies and Compensation Analysis

Our comprehensive pay equity studies can identify patterns of pay disparity that may persist on a company-wide basis. A compensation analysis examines the pay rates of protected classes compared to nonprotected classes using robust statistical models. We analyze differences in current pay rates based on claims filed under Title VII of the Civil Rights Act or the Equal Pay Act, and we can anticipate results of a possible OFCCP audit.

Analysis of Performance Evaluations and Termination Decisions

Our team reviews performance evaluation data to determine whether a protected group receives a disproportionate number of lower ratings. And we analyze differences in termination rates to reveal possible adverse impact on employees by race, gender, or age.

Support for OFCCP Audits and Employment Litigation

Our consultants can provide expert consultation and/or testimony to defend your organization in employment discrimination lawsuits or wage-and-hour collective actions.

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Contact Us

Find out how Affirmity's Workforce Analytics can help ensure your organization complies with fair employment practices across the talent lifecycle, visit us - or call one of our experts today at:

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