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Machine Learning Text Analytics Purpose-Built for HR

Transform employee open-ended comments and reviews into actionable insights.

Your Workforce Sentiment & Feedback at a Glance

Machine Learning (ML) Feedback Analytics helps organization leaders gain additional insights into their workforce by transforming qualitative feedback into data-driven insights that can be leveraged to support important business initiatives and decisions.

The ML solution provides an in-depth analysis of open-ended comments by determining a comment's sentiment, identifying feedback patterns, and highlighting when comments are formative forward-looking recommendations.

Deeper Insights with the Only HR-Specific Feedback Analysis Solution

Specifically trained with a large amount of employee comments, Explorance has created the only Feedback Analytics solution that specifically caters to the employee journey, tying results with business priorities.

Explorance BlueML algorithms categorize qualitative feedback into Human Capital terms, allowing to dig deeper into employee sentiment within the management and HR space. With self-learning algorithms and continuous data training, this solution easily adapts to changing leadership themes.

Employee Experience Model	Employee Learning Model
Workload	Instructor
Work-life balance	Class-participation
Job security	Learning activities
Work at home	Training material
Organization leadership	Expectations & objectives
Diversity	Software

## More Insights Wherever Feedback Comes From

Explorance BlueML is a feedback source-agnostic solution that allows you to harness collective intelligence wherever it comes from. It has the capability to integrate into already existing HR tech platforms by leveraging its API, or by consuming spreadsheets in an online dashboard for ad hoc analysis.

Leverage internal and external data to further understand your employee experience and learning, by analyzing feedback from:

1. Annual performance reviews
2. Engagement surveys
3. External review sites (e.g., Glassdoor, Indeed)
4. Learning and Development platforms

Beyond Insights: Dive into Crowdsourced Recommendations

Explorance BlueML is a purpose-built employee feedback analytics solution that also identifies recommendations from comments. With its ability to analyze qualitative feedback at scale, it effectively provides organization leaders with timely and actionable recommendations that focus on what the organization should start or stop doing, do more or less of, or change.
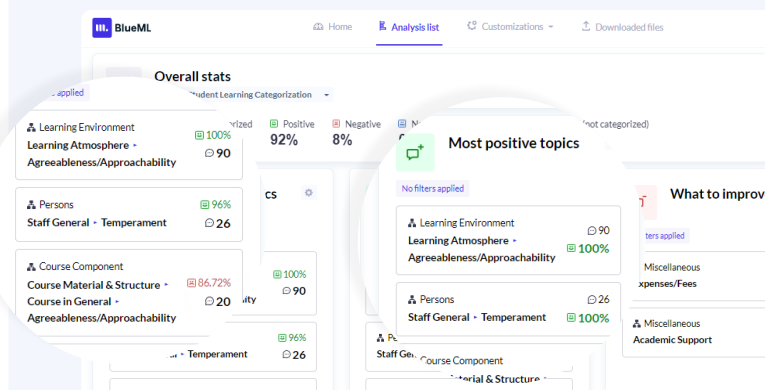
Key Highlights

Proprietary Models

Gain access to Employee Experience and Learning models that evolve and adapt to changing leadership themes, allowing to swiftly understand qualitative data.

Source-Agnostic

Leverage a standalone solution that analyzes comments from anywhere, such as engagement surveys, L&D platforms, or external review sites.

Contextual Categorization

Dig into comments that have been carefully categorized for the employee journey and save time gathering context-specific insights.

Personalized Analysis

Define a personalized category structure and map organization-specific terminology to get a more accurate and comprehensive analysis.

Dashboard & Trends

Identify trends by grouping data together and filter by demographics in a comment-first analytics tool, easily accessible from the Web.

Easy Data Processing

Streamline data ingestion in a timely fashion with a solution that can consume and analyze up to 250,000 comments simultaneously.

How Explorance BlueML Dives into a Single Comment

When a comment is analyzed, Machine Learning algorithms scan the content and dissect its different sections. All Explorance BlueML Models are trained to identify and highlight the following:

1 Sentiment polarity (positive or negative)

2 Where it belongs (categories)

3 If it includes actionable insight (recommendations)

Comment Breakdown Example

"I enjoy the changes and think they are in the right direction. I do think we need to encourage people to speak up about their thoughts a bit more. When companies get too far into a positive loop they never really get real feedback. This survey is a good effort to measure that."

Organization / Change

Organization / Strategy, Strategic direction

Organization / Communications

1 The first sentence indicates positive sentiment around organizational direction and change.

2 The second sentence suggests a recommendation for the organization to consider.

3 The third sentence speaks to risks about organizational communications.

4 The last sentence positions a positive affirmation towards the previous statement surrounding organizational risk.

5 The Explorance BlueML Employee Experience Model categorized this comment into 3 key topics.

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