

HR Analytics



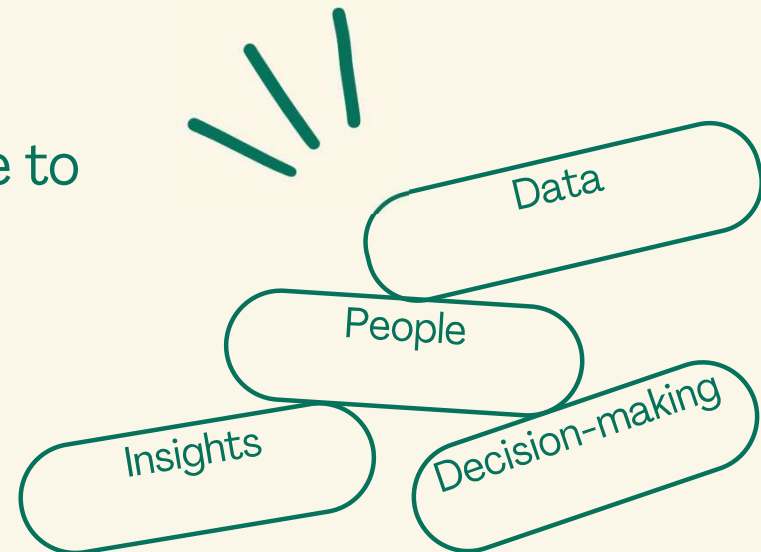
Contents

- Definition of HR Analytics
- Industries Using HR Analytics
- Applications
- Advantages
- Common Tools
- Conclusions



Definition of HR Analytics

- Also known as People Analytics
- Data-driven approach to manage people at work
- Revolves around analyzing people's problems using data
- A methodology for creating insights on how investments in human capital assets contribute to the success of organization

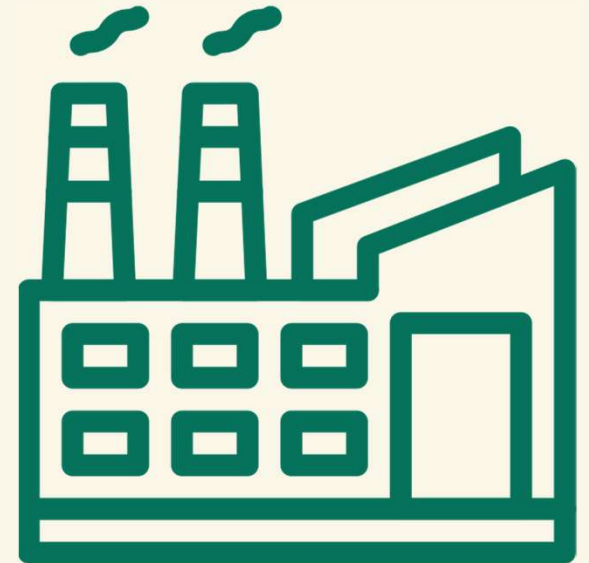


Industries Using HR Analytics



HR Analytics is being used across a wide range of industries

- IT and Telecom
- Banking and Finance
- Retails
- Healthcare
- Education
- Hospitality and Tourism



Applications

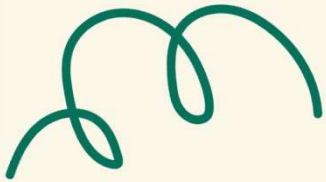
There are numerous applications of HR Analytics

- Employee performance and development
- Retention
- Workforce productivity
- Talent analytics
- Payroll
- Recruitment

Ull



Advantages



The advantages include:

- Developing positive company culture
- Supporting workplace productivity
- Improving recruitment and talent acquisition
- Saving time, money and resources
- Employee performance management
- Upskilling and reskilling

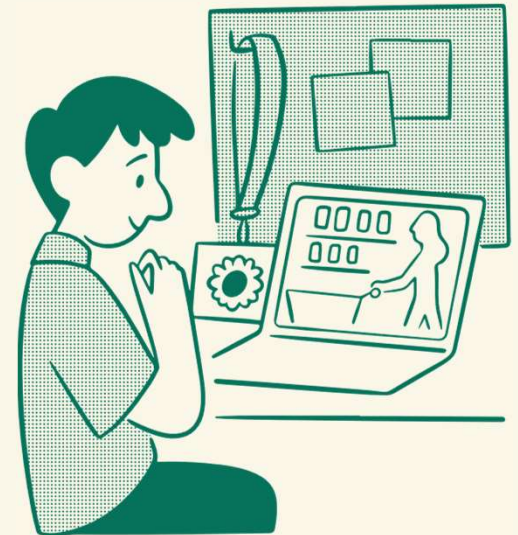


Tools & Technologies

Data scientists use a variety of tools and technologies to build HR analytics solutions. Some common tools and technologies used include:

- R
- Python
- MATLAB
- Excel
- Tableau
- Database Management System
- Big Data Technologies
- Cloud Platforms
- Machine Learning

Ulllll





Conclusion

HR analytics provide insight into the business in a way that no other data does. It is an insight into how your employees perform and react to the business itself. Without proper [people analytics tools](#), you wouldn't be able to understand how you can improve overall team performance and morale.



Thanks

Do not forget to
smile

