**People Analytics**

Any organization requires people analytics at a deeper level in order to understand and contribute to cost savings and improvising the standards. It can be better driven by data instead of personal experiences with people and making decisions based on it. Deep analysis on employees of an organization provides good capitalized human resources, reduced risk factor and attrition rate at higher level.

Various approaches and algorithms can be used to identify the key areas that help in improving the structure of employee clusters. Machine-learning algorithms, predictive approach, behavioural analysis and HR analytics for understanding employee needs and their challenges in overcoming the problems are a few of them which help to run a successful organization. Once the data sources are mapped with above approaches, a thorough analysis to decide if mentoring and training to their satisfactory levels is required. These approaches are found to be more objective and predictive in nature rather than being reactive when data from data sources like one-to-one discussion is derived.

Finding out the right talent to right position matters a lot to call any company as well organized. This must be a part of capability building program to maintain the stability of organization without falling into risk zone. Whether it be Marketing executives, Business Analyst, Financial officers or Economic Advisors, taking up more strategic decisions to hire any of the positions concentrating all around the surfaces of organization development plays a vital role. Conducting workshops and interviews can also provide data points at individual expectations or predictions. It is to be noted that when employees are happy, they stay longer and perform better. Talent analytics to performance analytics from talent acquisition phase to performance management provides diversified data with detailed information and helps to take right decision. These analytics have to be reiterated after certain period of time on regular basis to get deeper insight of current employees that would provide proper data points. Moreover, the factors that are weighed for consideration can vary from one specific job category to another. For instance, at any call centre organization creating rapport with customers is important, while at any entertainment industries, persuasiveness and creativity makes them to top-notch.

Recently artificial intelligence techniques embedded into software programs are being used to get dynamic analysis which would rephrase their algorithms based on the experience on previous performance data, as some of the factors might be less or more important over time. More sophisticated analysis like big data analytics is also one of the major contributions to performance management and maintaining organization practice from time to time.

As a result, organization builds executives with well-organized team structure that fosters financial stability speeding up towards upended economic growth, thus, making it a desirable place to manage and work.