HR ANALYTICS

RESEARCH-PAPER	ABSTRACT	CONCLUSION
<u>HR ANALYTICS: A LITERATURE REVIEW AND NEW CONCEPTUAL MODEL</u>	This paper examines human resource analytics, its process, questions addressed, proposed model, and challenges. It highlights HR analytics' use of research and statistical tools for evidence-based HR solutions, enhancing organizational competitiveness.	HR analytics enhances HR's strategic role by integrating data for informed decision-making, improving employee performance, ROI, and workforce planning. It emphasizes the importance of statistical evidence in shaping HR strategies and underlines the essential skills for HR professionals in executing analytics.
<u>HR ANALYTICS: A MODERN TOOL IN HR FOR PREDICTIVE DECISION-MAKING</u>	HRM is evolving with data advancements, shaping organizational environments. HR analytics is crucial, aiding predictive decision-making and integrating into organizational setups via IT infrastructure.	The research investigated integrating HR analytics for predictive decision-making, highlighting a need for real-world applicability studies. Additionally, it suggested further research on predictive behavior analytics to assess their relevance across different industries.
<u>UNDERSTANDING THE CONCEPT OF HR ANALYTICS</u>	Synthesizing technology with Human Resource Management, HR Analytics emerges as a knowledge-based neural network. This study explores its application, implementation challenges, and metrics for assessing organizational readiness for adoption.	HR Analytics transforms Human Resources into a strategic control center for organizational success, integrating technology with business practices. Despite its potential benefits, challenges include cost-effectiveness, skills availability, and the need to demonstrate superiority over traditional decision-making methods.

LOUD 'N' CLOUD
Annas Khalid
Zain Sheikh

<u>REFERENCES</u>

<u>HR ANALYTICS: A LITERATURE REVIEW AND NEW CONCEPTUAL MODEL:</u>

H.H.D.P.J. Opatha (2020); HR Analytics: A Literature Review and New Conceptual Model; International Journal of Scientific and Research Publications (IJSRP) 10(06) (ISSN: 2250-3153), DOI: http://dx.doi.org/10.29322/IJSRP.10.06.2020.p10217

<u>HR ANALYTICS: A MODERN TOOL IN HR FOR PREDICTIVE DECISION-MAKING:</u>

Dr. Abdul Quddus Mohammed, HR Analytics: A Modern Tool in HR for Predictive Decision Making, Journal of Management, 6(3), 2019, pp. 51-63. http://www.iaeme.com/jom/issues.asp?JType=JOM&VType=6&IType=3

<u>UNDERSTANDING THE CONCEPT OF HR ANALYTICS:</u>

Jain, Pooja and Jain, Pranjal (2020). Understanding the Concept of HR Analytics. International Journal on Emerging Technologies, 11(2): 644–652.

LOUD 'N' CLOUD
Annas Khalid
Zain Sheikh