

# Hello!

We are Talent Metrics, a consulting firm based in the United States. We are conducting a study assessing how statistical programs and techniques are being taught in graduate school programs and examining further what programs and techniques are used most in people analytics practice.

## **The Purpose of This Study:**

- The purpose of this study is to investigate what statistical concepts and methods are taught in graduate school and used in the practice of I-O Psychology and People Analytics.

## **Requirements for Participation:**

- Complete an online survey questionnaire regarding your use of statistics in the applied setting of industrial-organizational psychology. This study will take about 5-10 minutes of your time.

## **Benefits:**

- Upon participant request, Talent Metrics will provide a report of the findings upon completion of the study. This report can allow you to learn more about modern practice of statistics to aid students in their transition to careers in the field. This report will also display certain best practices within the applied field.
- There is an opportunity to enter your email for a drawing of three \$20 gift cards.

## **Privacy Protection & Confidentiality:**

- Your records will be private and anonymous. Your name will not be used, and only Talent Metrics will have access to participant data.

## **Study Contact Information:**

- For any questions with this study, contact the **Primary Investigator:** Sayeed Islam (Email: [Sy@talentmetrics.io](mailto:Sy@talentmetrics.io))

**What type of work do you do?**

Internal consulting  
External consulting  
Human resources  
Talent management (i.e. training)  
Organizational development  
Coaching or leadership development  
Performance management  
Other (Please specify)

**Please select your industry.**

Agriculture  
Utilities  
Finance  
Entertainment  
Education  
Healthcare  
Information services  
Data processing  
Food services  
Hotel services  
Legal services  
Publishing  
Military  
Prefer not to say  
Other (Please specify)

**What statistics programs do you use at work? Please check all that apply.**

R  
SPSS  
Python  
SQL  
JASP  
Jamovi  
MPlus  
Microsoft Excel  
Tableau  
Other (Please specify)

**Which statistics techniques do you use in your work? Please check all that apply.**

ANOVA  
T Test  
Descriptives (mean, median, mode)  
Advanced structural equation modeling  
Regression  
Survey validation  
Factor analysis  
Data cleaning  
Data visualization  
Qualitative analysis (i.e. sentiment analysis)  
Other (Please specify)

**Where did you learn the majority of your statistics knowledge?**

In graduate school  
On the job  
Training/certification websites  
Youtube or Googling  
Other (Please specify)

**What do you think is the biggest challenge facing practitioners as they learn new statistical techniques?**

**How do you anticipate the learning of statistical techniques will change in the future?**