**Luther Anderson**  
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**Professional Summary**

Strategic and analytical People Analytics Manager with over 6 years of experience delivering actionable workforce insights, streamlining HR operations, and leading cross-functional analytics initiatives. Proven expertise in developing interactive dashboards, predictive modeling, and statistical analysis using Power BI, Tableau, SQL, and Python. Adept at aligning data strategies with business objectives, driving evidence-based decision-making, and enhancing employee experience and operational efficiency.

**Professional Experience**

**Senior Data Analyst | PSEG Long Island, NY**  
*Jan 2023 – Present*

* Spearheaded workforce analytics projects enhancing real-time HR data accessibility and compliance by 85%.
* Developed advanced KPI dashboards, employee scorecards, and predictive models using Power BI/Tableau, driving a 75% improvement in strategic HR decisions.
* Analyzed employee feedback to resolve 98% of discrepancies, enhancing talent retention and engagement.
* Implemented Tableau-driven automation reducing 20,000+ hours in manual employee communications annually.
* Served as SME in HR and operations data systems including Salesforce, Power BI, Power Automate, and SQL.
* Led a cross-functional initiative improving employee-related service metrics, saving an estimated $3.8M in contractor costs.

**Area Manager – FC Analytics | Amazon Logistics, NY**  
*Mar 2020 – Feb 2022*

* Designed and implemented operational analytics solutions improving labor allocation and efficiency by 25%.
* Built BI dashboards increasing visibility into staffing trends and performance metrics by 40%.
* Leveraged predictive modeling to optimize scheduling and workforce deployment, improving satisfaction and productivity.

**Graduate Research Assistant | University of Tennessee, Knoxville**  
*Aug 2018 – Dec 2019*

* Conducted advanced statistical analysis on labor economics data to support workforce planning models.
* Delivered training and mentorship in statistical software, improving research output quality by 30%.

**Education**

* M.A. Economics (Public Economics), City College of New York – CUNY, *Expected Jan 2027*
* M.S. Systems Engineering & Statistics, University of Tennessee, *2019*
* MBA, Carson-Newman University, *2017*
* BSc. Business Administration, UWI, *2014*

**Skills**

* **People Analytics & Visualization**: Tableau, Power BI, Excel, Viva Insights
* **Programming & Statistics**: SQL, Python, R, Advanced Analytics
* **HR Tools & Platforms**: SAP, SuccessFactors, Salesforce, Power Automate
* **Project Management**: Agile, KPI Tracking, Risk Management