Free read Sap successfactors workforce analytics brochure (2023)

The Power of People HR Analytics Calculating Success People Analytics in the Era of Big Data Excellence in People Analytics Workforce Analytics Complete Self-Assessment Guide Workforce Analytics Complete Self-Assessment Guide The Power of People Fundamentals of HR Analytics Introducing HR Analytics with Machine Learning The New HR Analytics Agile Workforce Planning Positioned Applying Advanced Analytics to HR Management Decisions Introduction to People Analytics Predictive HR Analytics Hr Analytics Essentials You Always Wanted To Know Organisational and Workforce Analytics HR Analytics and Innovations in Workforce Planning Predictive HR Analytics Predictive Analytics in Human Resource Management People Analytics For Dummies Strategic Workforce Planning The Basic Principles of People Analytics Creepy Analytics: Avoid Crossing the Line and Establish Ethical HR Analytics for Smarter Workforce Decisions HR ANALYTICS Organizational Analytics Optimize Your Greatest Asset -- Your People HR Analytics In-Depth Stratégie Strategic Workforce Planning Fundamentals of Human Resource Management Human Resource Management Winning on HR Analytics Predictive HR Analytics Introduction to HR Technologies Predictive HR Analytics Predictive HR Analytics: Mastering the HR Metric Fundamentals of HR Analytics Quantifiably Better

The Power of People *2017-05-19*

learn from today s most successful workforce analytics leaders transforming the immense potential of workforce analytics into reality isn t easy pioneering practitioners have learned crucial lessons that can help you succeed the power of people shares their journeys and their indispensable insights drawing on incisive case studies and vignettes three experts help you bring purpose and clarity to any workforce analytics project with robust research design and analysis to get reliable insights they reveal where to start where to find stakeholder support and how to earn quick wins to build upon you ll learn how to sustain success through best practice data management technology usage partnering and skill building finally you ll discover how to earn even more value by establishing an analytical mindset throughout hr and building two key skills storytelling and visualization the power of people will be invaluable to hr executives establishing or leading analytics functions hr professionals planning analytics projects and any business executive who wants more value from hr

HR Analytics *2013-10-22*

how can hr show value with 20 years of analytical expertise the author guides you into the land of hr analytics to answer this question the reader of this book is a business leader an hr leader analyst student or just plain curious about what analytics in the human resource function is all about it is intended for the business minded individual interested in learning about the strategic advantages which can be obtained from performing analytics on the wealth of data stored in hr systems the book begins with a brief history of the evolution of hr information and explains some of the differences between the stages of information progression it also provides an opinion on who needs to know these differences and who doesn t the book moves on to provide advice on how to best select metrics for hr and how to approach an analysis is an organized way a full chapter is dedicated to practical examples in order to assist the reader in generating ideas of how to provide value to the organization examples are provided using simple and more advanced techniques the intent however is to show where value can be found in hr data and not to provide instruction on mathematical techniques for the hr leader the book will go on to examine the advantages and disadvantages of trying to build these capabilities in house and will provide a realistic view of the challenges associated with implementing analytics in human resources for the hr analyst a section is included to discuss the realistic challenges you will face in collecting and analyzing hr data those entering this field or thinking about it can then go in with their eyes wide open a brief introduction to strategic workforce planning is provided because it overlaps with hr analytics in one of its major steps finally the book provides advice and opinions on data analysis and visualization tools available to the hr professional what will this book do for me before the reader embarks on his her journey through the pages of this book it is important to know the types of questions that will be answered only then can the reader determine the true value of this material for his her business the list below is not all inclusive but will provide the reader with an idea on how the information contained herein can be used 1 how can i show some hr analytics quick wins to my leadership team 2 what are the evolutionary stages of analytics and in what stage are most businesses 3 how can i organize my analysis efforts 4 what can regression analysis do for me 5 how can i link hr to the business 6 how can i get strategic value out of an hr survey 7 should i have an in house analytics group if so which skill sets should i look for 8 what challenges can i realistically expect to face if i head into hr analytics under the new pressure for human resources to provide higher value to the company answering these and similar questions for the organization will increase the strategic level of human resources

Calculating Success *2012*

this title helps us in using analytics to make more effective talent management decisions most managers understand that employees can make or break a company s strategy you can have the best ideas and the most promising plan but if you don t have the right people to carry it out that plan will fail still despite having this critical knowledge most companies don t have a data driven approach to the decisions they make about talent in fact a recent ibm study that interviewed over 400 senior hr executives showed that only 6 per cent of companies believe they can effectively use human capital data to make strategic workforce decisions enter calculating success the forthcoming book by human capital experts carl hoffmann eric lesser and tim ringo based on decades of experience creating human capital systems at ibm the authors show how using analytics can dramatically improve a company s ability to make better and faster talent decisions by organizing the book around four crucial questions managers must ask the book provides a framework to help executives rethink how they use information on talent the result a path to using analytics to make more effective talent management decisions in addition the authors ideas help to link hr with all levels of the organization in a strategic way by showing readers how to connect their version of analytics to the strategic mission of the larger organization so that the analytics flows throughout the enterprise with detailed examples and studies from ibm s institute for business value and human capital management practice this book will make you rethink the relationship of talent to business success the results allow for a more stable and cost effective workforce an improved ability to motivate employees and a more systematic approach to developing critical talent

People Analytics in the Era of Big Data *2016-04-22*

apply predictive analytics throughout all stages of workforce management people analytics in the era of big data provides a blueprint for leveraging your talent pool through the use of data analytics written by the global vice president of business intelligence and predictive analytics at monster worldwide this book is packed full of actionable insights to help you source recruit acquire engage retain promote and manage the exceptional talent your organization needs with a unique approach that applies analytics to every stage of the hiring process and the entire workforce planning and management cycle this informative guide provides the key perspective that brings analytics into hr in a truly useful way you re already inundated with disparate employee data so why not mine that data for insights that add value to your organization and strengthen your workforce this book presents a practical framework for real world talent analytics backed by groundbreaking examples of workforce analytics in action across the u s canada europe asia and australia leverage predictive analytics throughout the hiring process utilize

analytics techniques for more effective workforce management learn how people analytics benefits organizations of all sizes in various industries integrate analytics into hr practices seamlessly and thoroughly corporate executives need fact based insights into what will happen with their talent who should you hire who should you promote who are the top or bottom performers and why who is at risk to quit and why analytics can provide these answers and give you insights based on quantifiable data instead of gut feeling and subjective assessment people analytics in the era of big data is the essential guide to optimizing your workforce with the tools already at your disposal

Excellence in People Analytics *2021-07-03*

effectively and ethically leveraging people data to deliver real business value is what sets the best hr leaders and teams apart excellence in people analytics provides business and human resources leaders with everything they need to know about creating value from people analytics written by two leading experts in the field this practical guide outlines how to create sustainable business value with people analytics and develop a data driven culture in hr most importantly it allows hr professionals and business executives to translate their data into tangible actions to improve business performance while navigating the rapidly evolving world of work full of practical tools and advice assembled around the insight222 nine dimensions in people analytics model this book demonstrates how to use people data to increase profits improve staff retention and workplace productivity as well as develop individual employee experience featuring case studies from leading companies including microsoft hsbc syngenta capital one novartis bosch uber santander brasil and american eagle outfitters excellence in people analytics is essential reading for all hr professionals needing to unlock the potential in their people data and gain competitive advantage

Workforce Analytics Complete Self-Assessment Guide *2018-01-05*

who needs to know about workforce analytics what situation s led to this workforce analytics self assessment how do you select collect align and integrate workforce analytics data and information for tracking daily operations and overall organizational performance including progress relative to strategic objectives and action plans what are the top 3 things at the forefront of our workforce analytics agendas for the next 3 years is there a workforce analytics communication plan covering who needs to get what information when defining designing creating and implementing a process to solve a business challenge or meet a business objective is the most valuable role in every company organization and department unless you are talking a one time single use project within a business there should be a process whether that process is managed and implemented by humans ai or a combination of the two it needs to be designed by someone with a complex enough perspective to ask the right questions someone capable of asking the right questions and step back and say what are we really trying to accomplish here and is there a different way to look at it this self assessment empowers people to do just that whether their title is entrepreneur manager consultant vice president cxo etc they are the people who rule the future they are the person who asks the right questions to make workforce analytics investments work better this workforce analytics all inclusive self assessment enables you to be that person all the tools you need to an in depth workforce analytics self assessment featuring 725 new and updated case based questions organized into seven core areas of process design this self assessment will help you identify areas in which workforce analytics improvements can be made in using the questions you will be better able to diagnose workforce analytics projects initiatives organizations businesses and processes using accepted diagnostic standards and practices implement evidence based best practice strategies aligned with overall goals integrate recent advances in workforce analytics and process design strategies into practice according to best practice guidelines using a self assessment tool known as the workforce analytics scorecard you will develop a clear picture of which workforce analytics areas need attention your purchase includes access details to the workforce analytics self assessment dashboard download which gives you your dynamically prioritized projects ready tool and shows your organization exactly what to do next your exclusive instant access details can be found in your book

Workforce Analytics Complete Self-Assessment Guide *2017*

providing practical hands on approaches to connect data to hr policies and practices to help influence overall business performance this book is an essential resource for aspiring new and experienced hr professionals across a wide range of industrial contexts

The Power of People *2019-11-11*

this book directly addresses the explosion of literature about leveraging analytics with employee data and how organizational psychologists and practitioners can harness new information to help guide positive change in the workplace in order for today s organizational psychologists to successfully work with their partners they must go beyond behavioral science into the realms of computing and business acumen similarly today s data scientists must appreciate the unique aspects of behavioral data and the special circumstances which surround hr data and hr systems finally traditional hr professionals must become familiar with research methods statistics and data systems in order to collaborate with these new specialized partners and teams despite the increasing importance of this diversity of skill many organizations are still unprepared to build teams with the comprehensive skills necessary to have high performing hr analytics functions and importantly all these considerations are magnified by the introduction and acceleration of machine learning in hr this book will serve as an introduction to these areas and provide guidance on building the connectivity across domains required to establish well rounded skills for individuals and best practices for organizations when beginning to apply advanced analytics to workforce data it will also introduce machine learning and where it fits within the larger hr analytics framework by explaining many of its basic tenets and methodologies by the end of the book readers will understand the skills required to do advanced hr analytics well as well as how to begin designing and applying machine learning within a larger human capital strategy

Fundamentals of HR Analytics *2021-06-14*

using fitz enz s proprietary analytic model you will be equipped to measure and evaluate past and current returns and apply the information to make predictions about the future value of human capital investments in his landmark book the roi of human capital jac fitz enz presented a system of powerful metrics for quantifying the contributions of individual employees to a company s bottom line now in the new hr analytics he reveals how human resources professionals can apply this expense based knowledge to make the most strategic staffing decisions for their companies you ll learn how to evaluate and prioritize the skills needed to sustain performance build an agile workforce through flexible capability planning determine how the organization can stimulate and reward behaviors that matter apply a proven succession planning strategy that leverages employee engagement and drives top line revenue growth and recognize risks and formulate responses that avoid surprises brimming with real world examples and input from thirty top hr practitioners and thought leaders as well as exclusive analytical tools the new hr analytics ushers in a new era in human resources and human capital management

Introducing HR Analytics with Machine Learning *2010-05-12*

as business priorities change and focus shifts to address arising issues hr professionals need to be able to reorganize talent swiftly and plan for future needs to enable the business to succeed it covers how to forecast organizational demand for people resources and skills analyze the gap between supply and demand and most importantly how to fill this gap this book explains how to use agile workforce planning to achieve this agile workforce planning is a practical guide for hr and organization development practitioners needing to align their staff skills and resources with evolving company goals this book also covers how to identify the skills needed in the workforce where these skills are already available and when they re missing how to decide whether to buy borrow or build them agile workforce planning explains how to collect data to calculate and predict staff churn as well as how to use qualitative and quantitative demand modelling to forecast for future needs and provides strategies to address these including lateral internal recruitment there is also expert guidance on horizon scanning scenario planning and how to secure stakeholder buy in and engagement for an agile workforce plan supported by case studies from companies including apple coca cola procter gamble nato and the uk national health service this is essential reading for hr and od professionals needing to continuously align the talent and capabilities in their workforce with the overall business strategy

The New HR Analytics *2021-01-03*

shortages and downtime are deadly for businesses so what strategies are other organizations using to solve their workplace challenges positioned captures the best workforce planning practices from leading organizations such as boeing hp the us intelligence community and others in the private and public sectors to help businesses address the constant challenge of having the right people available when needed in order to maximize creativity efficiency and productivity world renowned thought leaders including dave ulrich john boudreau james walker jac fitz enz peter howes dan hilbert and naomi stanford weigh in on the future of strategic staffing virtual workplaces disruptive technologies globalization and what practices will and will not help organizations succeed by examining the evolution of workforce analytics and the roles of human resources professionals and by incorporating input on best practices from expert people strategists authors dan ward and rob tripp provide invaluable insight about how your organization can adjust to turnover seamlessly and do so in a way that produces even better results

Agile Workforce Planning *2012-11-30*

dramatically improve human capital management decisions by applying advanced analytics and big data technologies and processes pioneering hr technology expert james sesil identifies widespread flaws in today s hr decision making processes and reveals how advanced analytics can help organizations make far more robust decisions about employee selection performance management strategy alignment collaboration and more in this book he shows how to integrate business intelligence erp strategy maps talent management suites and advanced analytics and use them together to make far better decisions you ll learn how to measure and improve the value of hcm decision making in workforce succession planning talent acquisition career development corporate learning and beyond sesil teaches key lessons from sources ranging from online dating services to moneyball style sports player selection processes he shows how to systematically improve decision making through more complete and sophisticated collaboration and new collective intelligence approaches you ll learn how to use both internal and external data sources more effectively and review a wide variety of advanced tools now available from vendors such as orcaeyes vemo aruspex peoplefluent infor lawson decisionlens oracle ultimate cogniti ibm sap and microsoft sesil concludes by demonstrating how to build data driven cultures and organizations that truly want to bring objectivity to decision making and will actually use these remarkable new tools this book will be an invaluable resource for every hr executive manager analyst and it professional seeking new opportunities for competitive advantage through human capital and technological innovation

Positioned *2013-09-24*

an understanding of people analytics is a crucial skill for all hr professionals no longer limited to employees in data teams or those with analyst in their job titles people analytics is now an integral part of every hr job introduction to people analytics allows all hr professionals to get to grips with analytics feel confident in their ability to handle employee and organizational data and use analytics to move from opinions to insights from where to find data in an organization how to collect it and analyse it through to how to use these findings to add business value introduction to people analytics is essential reading for all hr professionals with case studies and thought leadership insights from companies who have leveraged people analytics to improve culture and employee engagement increase performance and reduce costs including nhs brompton bikes british heart foundation king experian and astrazeneca fis and swarovski this book shows how and where hr analytics can make a tangible difference to organizations there is also expert guidance and practical advice on how to embed analytics into hr

processes and adopt a data driven approach to all workplace activities

Applying Advanced Analytics to HR Management Decisions *2020-04-03*

this is the essential guide for hr practitioners who want to gain the statistical and analytical knowledge to fully harness the potential of hr metrics and organizational people related data the ability to use and analyse data has become an invaluable skill for hr professionals to not only identify trends and patterns but also make well informed business decisions the third edition of predictive hr analytics provides a clear accessible framework for understanding people data working with people analytics and advanced statistical techniques readers will be taken step by step through worked examples showing them how to carry out analyses and interpret hr data in areas such as employee engagement performance and turnover learn how to make effective business decision with this updated edition that includes the latest materials on predicting attrition with machine learning biased algorithms and data protection supported by online resources consisting of r and excel data sets

Introduction to People Analytics *2024-06-03*

after reading this book you will be able to define what hr analytics can do for an organization determine the best hr analytics role for you assess the readiness of your organization for undergoing a study using hr analytics apply hr analytics in various hr disciplines including recruiting and staffing labor negotiations incentives and training use excel to efficiently manage data for your hr analytics have you ever wondered if there is a science behind the people decisions businesses make if you have ever been curious about the methods employed by human resources professionals then hr analytics essentials you always wanted to know is the resource guide you need part overview of the field part handbook for getting started in hr analytics yourself hr analytics essentials you always wanted to know walks readers through the many benefits of using analytics to make better people decisions hr analytics requires more than just strong gut instincts and a talent for talking with people as this guide shows hr analytics is both an art and a science that can help your organization make informed decisions that benefit all stakeholders including employees through a blend of theory and practice you will learn how to think like an hr analytics professional and apply your expertise in real world scenarios with case studies and online tutorials including a step by step guide for using excel to efficiently work with your data hr analytics essentials you always wanted to know will be the handbook you need to help steer your organization to success about the author dr michael walsh is an industrial and organizational psychologist with over 15 years of human resources and people analytics experience michael currently leads global talent management and organizational effectiveness for eaton corporation s vehicle group he also teaches a human resources analytics course for master s level students at the university of illinois and wayne state university previously michael s passion for people analytics landed him at bloomberg and fiat chrysler automobiles where he started and led the global people strategy and analytics and people analytics and insights functions respectively michael began his professional career as a client facing consultant for mercer s human capital practice focused on hr strategy organizational design development and human capital analytics michael worked for mercer in chicago dubai and new york his master s degree is in human resources and industrial relations from the university of illinois and his phd is in industrial and organizational psychology about vibrant publishers vibrant publishers is focused on presenting the best texts for learning about technology and business as well as books for test preparation categories include programming operating systems and other texts focused on it in addition a series of books helps professionals in their own disciplines learn the business skills needed in their professional growth vibrant publishers has a standardized test preparation series covering the gmat gre and sat providing ample study and practice material in a simple and well organized format helping students get closer to their dream universities

Predictive HR Analytics *2021-04-06*

this handbook offers a radical alternative to measuring and managing workforce performance compared to the current orthodoxy it provides analytics that enable the following outcomes increasing profit per employee through excellent organisation design building competitive advantage through increasing organisational social and human capital identifying strategic risk through measuring innovation capability and talent the radical alternative is based on creating a comprehensive and seamless connection between the job and the person establishing the connection between jobs and people makes a transformative difference it enables analysis of the organisational and workforce asset and the factors that drive and build value in the people domain russell john connor is the author of human remains what is wrong with human resource management and how to put it right

Hr Analytics Essentials You Always Wanted To Know *2016-05-09*

the very latest research shows that a process approach to interviewing provides greater structure and has the potential for significantly reducing bias learn how to deter and filter the poor performers and benefit from structured prewritten score able questions that will really make a difference to interviewing effectiveness and securing talented people in a time when all organizations are striving to get the best talented people it makes sense for organizations to upgrade and review their interviewing procedures and incorporate whatever techniques are available to reduce interviewing errors the evidence shows that many hr functions have failed in the past to understand the long term financial consequences of poor performance or to realize that talented people do so much more work than other employees financial examples are shown in this book using data from the 2015 work done survey successful talent recruitment is critical to any organization s long term success this book gives you a detailed guide to the entire nine step process with worked examples

Organisational and Workforce Analytics *2016-12-29*

where other functions of an organization deal in profits sales growth forecasts and strategic planning the hr function is responsible for employee well being engagement and motivation such concerns do not immediately

conjure up images of analytical know how despite the fact that in reality the management of such things often requires a lot of measurement and technical skill predictive hr analytics provides a clear accessible framework with which to understand and work with hr analytics at an advanced level taking hr professionals through examples of particular predictive models so they can develop effective hr strategies based on evidence predictive hr analytics will show step by step using simple terms how to carry out analysis using the statistical package spss and interpret the results helping to communicate the potential of hr analytics and get the most out of the hr function whether carrying out the analysis or briefing external consultants the book will help deliver a credible and reliable service to businesses by providing metrics on which executives will be able to make sound business decisions online supporting resources include data sets for using alongside the book

HR Analytics and Innovations in Workforce Planning *2016-03-03*

this volume is a step by step guide to implementing predictive data analytics in human resource management hrm it demonstrates how to apply and predict various hr outcomes which have an organisational impact to aid in strategising and better decision making the book presents key concepts and expands on the need and role of hr analytics in business management utilises popular analytical tools like artificial neural networks anns and k nearest neighbour knn to provide practical demonstrations through r scripts for predicting turnover and applicant screening discusses real world corporate examples and employee data collected first hand by the authors includes individual chapter exercises and case studies for students and teachers comprehensive and accessible this guide will be useful for students teachers and researchers of data analytics big data human resource management statistics and economics it will also be of interest to readers interested in learning more about statistics or programming

Predictive HR Analytics *2020-12-03*

maximize performance with better data developing a successful workforce requires more than a gut check data can help guide your decisions on everything from where to seat a team to optimizing production processes to engaging with your employees in ways that ring true to them people analytics is the study of your number one business asset your people and this book shows you how to collect data analyze that data and then apply your findings to create a happier and more engaged workforce start a people analytics project work with qualitative data collect data via communications find the right tools and approach for analyzing data if your organization is ready to better understand why high performers leave why one department has more personnel issues than another and why employees violate people analytics for dummies makes it easier

Predictive Analytics in Human Resource Management *2019-03-19*

strategic workforce planning is a practical guide to effectively assess manage and prepare for current and future workforce requirements it demystifies the often complex and seemingly technical world of strategic workforce planning to explain what it is why it s necessary and most importantly how to do it packed full of advice and real world examples strategic workforce planning is a playbook for workforce planning from beginning to end it enables hr professionals to answer core business questions including how do i analyze future hiring demand how do i assess what skills will be required in the future how should i prioritize investments like training and development how do i assess the supply of talent around the world how do i identify the business drivers that impact workforce demand it also covers the impact of artificial intelligence ai automation and machine learning on the global workforce and how to deal with these implications whether you re a start up small business or a large corporate this book will show you how to align people strategy with company strategy to ensure your organization maintains its competitive advantage

People Analytics For Dummies *2018-02-03*

people analytics also known as hr analytics is revolutionizing human resource management get ready for the future of hr and discover how you can leverage the power of data to drive better outcomes for your business and employees we set out to write an inspiring book for hr professionals managers and directors who want to get a feel for the scope of hr analytics and learn how it can help both the employees and the business in this book we combined our experiences with lots of inspiring examples it s concise easy to read and teaches you all the basic principles of people analytics after reading this book you will have a solid understanding of what hr analytics is know the difference between hr analytics and hr reporting have a clear picture of the scope and the added value of hr analytics understand the capabilities needed to build an hr analytics team have plenty of ideas for applying hr analytics to your organization know which pitfalls to avoid to prevent failure who should read this book if you re new to hr analytics and want to learn all the basics without having to plow through pages full of jargon this book is for you it s concise and easy to read especially for people without a background in statistics or it also if you re not working in human resource management yet and want to explore this exciting new field this book provides you the foundation you are looking if you already have a career in hr analytics and are looking for in depth knowledge and information this book is not for you it s definitely interesting and inspiring for those who have already started but don t expect in depth statistical information

Strategic Workforce Planning *2019-05-08*

discover how to develop and implement an hr analytics system that benefits employees as well as your organization the potential of hr analytics is a major discussion among scholars practitioners thought leaders and technology vendors with companies like amazon apple google and meta digging deeply into hr research and analytics practices that extend beyond simple metrics scorecards and reporting additionally ethical questions have begun to arise about the potential abuses of hr analytics with respect to technological advancements and the datafication of personal and often trivial characteristics preferences and behaviors that have little relevance to job performance as a former chief human resources officer head of global hr research and analytics at a fortune 100

and thought leader on this subject salvatore falletta has witnessed first hand the emergence of creepy analytics as a hot button issue in this one of a kind guide falletta delivers a proven step by step process for establishing hr analytics capabilities that serve employees and organizations alike you ll learn how to rethink and redefine hr analytics determine stakeholder requirements gather and transform data communicate intelligence results and establish an ethical ecosystem to ensure hr analytics remains a force for good

The Basic Principles of People Analytics *2024-02-27*

this book provides a comprehensive overview of various aspects of hr analytics it delves into important definitions the significance of hr analytics methods of data collection and management as well as specific areas such as recruitment analytics performance management analytics employee engagement analytics and diversity equity and inclusion dei analytics the book also explores ethical considerations implementation strategies and the role of hr analytics in workforce planning succession planning and employee wellness additionally it discusses monitoring the impact of interventions and offers insights into the future of hr analytics besides it offers a range of practical tools and templates for various applications key features comprehensive coverage covers a wide range of topics related to hr analytics from the basics to more specialized areas diverse tools and techniques includes discussions on various data analysis techniques such as predictive analytics machine learning and statistical modelling practical templates and forms inclusion of templates and forms such as employee attitude surveys and kpi dashboards make this book more hands on and practical ethical and legal considerations focusses on ethics and compliance legal considerations for the evolving landscape of hr analytics future oriented content discusses on the future of hr analytics and emerging trends is a dimension of forward looking agile hr analytics includes agile hr analytics as an emerging trend staying updated acknowledges the importance of staying updated on hr analytics trends clarity and accessibility presents a clear accessible and engaging text making the book reader friendly the book primarily intended to the students of business schools is equally valuable to the professionals in the field for instructor s resources visit phindia com hr analytics deepa mukul partha target audience mba hr data analytics and hr professionals

Creepy Analytics: Avoid Crossing the Line and Establish Ethical HR Analytics for Smarter Workforce Decisions *2024-03-08*

the book titled organizational analytics a revolution in organizational success is all about the contribution of data analytics towards the organization s success in terms of human capital management no organization can survive without effective human capital management the management should understand that in order to be successful and get a competitive advantage it should invest in data analytics data analytics are required for every sector and now a days it is used more predominantly in human resource management organizational analytics or hr analytics is the process of collecting and analyzing human resource hr data in order to improve an organization s workforce performance the process can also be referred to as talent analytics people analytics or even workforce analytics hr analytics is a methodology for creating insights on how investments in human capital assets contribute to the success of four principal outcomes a generating revenue b minimizing expenses c mitigating risks and d executing strategic plans this is done by applying statistical methods to integrated hr talent management financial and operational data says collins in an exclusive discussion with hr technologist companies are now realizing company success is built on people and hr analytics can light the way from intangible theory based decisions to real roi through the following better hiring practices decreased retention task automation process improvement improved employee experience more productive workforce improved workforce planning through informed talent development this book gives the readers a holistic and indebt knowledge regarding the entire concept of hr analytics in the simplest form this book is divided into 16 modules the 1st and the 2nd module is all about basics of hrm module 3 to module 7 hands on hr metrics module 8 module module 14 hands 0n hr dashboard module 15 hands on tableau and module 16 gamification i am sure after reading this book the readers would be masters in data analytics in every sector and would definitely upgrade themselves further

HR ANALYTICS 2021-06-02

drive better business strategy with practical analytics for people data optimize your greatest asset your people brings advanced analytics into human resources giving you a framework for optimizing human capital investments through predictive analysis you ll learn how to transition from anecdotes and surveys to more advanced measurement techniques and combine the data from multiple systems into a unified plan of action that improves business results practical examples and case studies show how these techniques are applied in real world settings and executives and thought leaders weigh in on how advanced analytics are informing better business decisions every day coverage includes the latest research on the state of current hr measurement techniques as well as the important considerations surrounding data security and employee trust executives and managers alike are swimming in pools of people data spread across multiple systems that don t talk to each other this book shows you how to bring that data together organize it and turn it into useful information and how to build your data strategy to take advantage of the wealth of available tools produce actionable intelligence with data from multiple systems move beyond activity metrics and into advanced measurements create stronger policy covering security privacy and ethics achieve sophisticated hr analytics without breaking employee trust it s time for hr leaders to get over their fear of big data good data drives good business and human capital is the biggest asset a company has start measuring the things that matter and start turning those measurements into actual information that goes beyond the spreadsheet optimize your greatest asset your people shows you how to get started and where to go from there

Organizational Analytics *2015-07-27*

a must have book for hr professional to explore excel based analytics key features manage people effectively by exploring performance metrics attrition and retention strategies hr analytics explained in an easy to follow and crisp methodology for hr aspirants practical examples and solutions with frameworks mark out career growth for

resources with learning development mapping learn various hiring strategies to onboard the right people case studies explored with sample datasets and access for real time practice description this book is a start to end guide on all hr processes right from hiring to attrition of the resource each chapter is designed with easy to follow explanations and real life scenarios to help hr professionals get an in depth understanding of hr analytics you will start with various hiring strategies and identifying the right resource to onboard for your organization you will then move on to exploring different learning and development plans to enrich the skillset of the resources and chalk out a career plan for them different employee engagement strategies are discussed to ensure the employees are active and do not burn out which may result in brain drain performance metrics which is a key part of employee management is dealt with in detail to give you more insights into effectively managing and motivating good performers alongside devising improvement plans for the average performers compensation payroll related topics are then explored and the book finally takes you through the final stage attrition and retention strategies the book is an hr analytics treatise combining 07 chapters and each chapter of this book is dedicated to key people practice problems starting from hiring and ending with attrition the chapters are linked as a flow of events in the life of an employee where each practice is interlinked to the forthcoming one along with the previous a common thread is the competency linked approach to understand the interlinkages between each practice its numbers and its further effects elsewhere using analytics what you will learn mastering hiring analytics explore learning and development strategies and analytics keep your employee engaged with different employee engagement techniques and analytics best practices on managing employee performance compensation and payroll analytics with case studies attrition analytics and retention strategies to engage with top talent who this book is for this book is aimed at hr practitioners and analysts or anyone who aims to make a career in human resources prior knowledge of hr or organization behavior would be helpful but not mandatory table of contents 1 factors to measure in hr analytics 2 hiring 3 learning development 4 employee engagement 5 performance metrics 6 compensation hr analytics 7 attrition and retention

Optimize Your Greatest Asset -- Your People *2022-05-25*

business intelligence and analytics bi a has been one of the leading technological trends in recent years and is one of the top most priority technology investments enterprises require the support of extensive data processing and analytical techniques to bolster their processes the book comes at an opportune time to provide a holistic overview of bi a along with its associated concepts components infrastructure etc it also details its applications in various verticals of management such as marketing finance and hr this book also discusses relevant software such as excel spss r and eviews stratgie can be an invaluable resource for students instructors and practitioners alike

HR Analytics In-Depth *2017-07-06*

this volume provides an overview of strategic workforce planning swp covering best practices across organization types geographies and methodologies and addressing new directions in the field as well as discussing changes in the workforce and workplace due to global disruptions like the covid 19 pandemic and the impact of quickly evolving technologies this book re examines what swp is and can be how it is conducted and what impact it can have on individual organizations and beyond

Stratégie 2024

fundamentals of human resource management people data and analytics provides a current succinct and interesting introduction to the world of hrm with a special emphasis on how data can help managers make better decisions about the people in their organizations authors talya bauer berrin erdogan david caughlin and donald truxillo use cutting edge case studies and contemporary examples to illustrate key concepts and trends a variety of exercises give students hands on opportunities to practice their problem solving ethical decision making and data literacy skills non hr majors and hr majors alike will learn best practices for managing talent in today s ever evolving workplace

Strategic Workforce Planning 2019-12-10

winner of the 2020 most promising new textbook award from the textbook academic authors association taa human resources is rapidly evolving into a data rich field but with big data comes big decisions the best companies understand how to use data to make strategic workforce decisions and gain significant competitive advantage human resource management people data and analytics introduces students to the fundamentals of talent management with integrated coverage of data analytics features tied to shrm competencies and data exercises give students hands on opportunities to practice the analytical and decision making skills they need to excel in today s job market engaging examples illustrate key hrm concepts and theories which brings many traditional hrm topics to life whether your students are future managers or future hr professionals they will learn best practices for managing talent in the changing workplace a complete teaching learning package sage premium video included in the interactive ebook sage premium video tools and resources boost comprehension and bolster analysis videos featured include inside hr interviews where students can hear how real companies are using hr to gain competitive advantage as well as shrm and tedtalk videos interactive ebook includes access to sage premium video multimedia tools and much more save when you bundle the interactive ebook with the print version order using bundle isbn 978 1 5443 6572 5 sage coursepacks free easily import our quality instructor and student resource content into your school s learning management system lms and save time sage edge free online resources for students that make learning easier

Fundamentals of Human Resource Management 2019-01-02

3rd prize in the dma ntpc management book awards 2018 in a dynamic world the role of hr is central in tapping the vast potential of human capital and interestingly blending it with automation and digitization in unique ways hr analytics is pivotal in identifying measuring and articulating the objectives and outcomes of different programs

what if you can predict which high performers were at risk of leaving six months before they walked out the door merge external data with your own business metrics to project workforce demand six nine or even eighteen months from now triage incoming resumes overnight to predict employee success and tenure before you hire all this and more is possible with sophisticated technology and analytics as demonstrated by companies such as google walmart and american express to leverage analytics you need to walk a path through reliable data techniques of analysis and formulation of hypothesis this book is a practical do it yourself handbook to convert analytics into an area of strength and maintain competitive advantage

Human Resource Management *2019-01-17*

you don t need to spend months learning the python r or sql programming language and you don t need to buy expensive statistical software like spss or sas this is the only book that teaches you predictive analytics using microsoft excel which you already have know how to use this book not only share with you the analytics findings of other companies but also teaches you how to derive it by yourself it covers the arhat predictive hr analytics framework teaches you data storytelling data visualization techniques and teaches you how to use microsoft excel s statistical tools decision trees correlation multiple regression logistic regression chi square with step by step print screen instructions it is also the only book that covers the full hr analytics scope benefits compensation culture diversity inclusion engagement leadership learning development payroll personality traits performance management recruitment sales incentives with numerous real world predictive hr analytics examples shows how predictive hr analytics answers questions such as 1 predict who are the people at risk of leaving using decision tree correlation excel logistic regression etc e g employee aged 30 who stays more than xx km from the company who is rated average for performance has a 90 probability of resigning in her 3rd year 2 identify where the best people come from and how successful a candidate will be if hired using simple correlation e g customer service staff and sales staff with x y personality traits are likely to be good performers if hired 3 predict impact of employee engagement on customer satisfaction revenue and shareholder returns etc using excel multiple regression e g 1 increase in employee engagement leads to 100k increase in company revenue 2 increase in customer satisfaction 1 increase in shareholders return 1 day reduction in average sick leave etc 4 predict financial impact of training using excel multiple regression e g training satisfaction rating of xx leads to y increase in company revenue 5 predict diversity inclusion s impact on revenue and ebit e g convert your company s ethnic diversity mix to an index number then use excel multiple regression to predict if your company s diversity index is x your company s sales will be y and ebit will be z 6 predict employee absenteeism and accident using chi square

Winning on HR Analytics *2018-11-27*

technology can have huge benefits for the hr function whether it s saving time by streamlining processes boosting engagement by enabling analysis of people data or improving employee development by allowing staff to access the content they need on different platforms wherever and whenever they need it the opportunities are vast however with more apps software and platforms than ever before the volume and variety of available technologies can be overwhelming this makes it extremely difficult for hr professionals to know where to start when assessing what technologies are out there and which are worth investing in introduction to hr technologies addresses these issues in clear accessible and jargon free language and is an indispensable guide for hr professionals needing to get to grips with technologies and understand how to use them to add tangible business value covering all the core areas of hr including recruitment performance management learning and development l d and reward introduction to hr technologies allows practitioners to identify areas where technologies can be used to drive performance and what to look for when assessing technological solutions there is also discussion of artificial intelligence ai machine learning and the internet of things iot and what they mean for hr this book is essential reading for all hr professionals looking to use technology confidently to increase performance improve processes and add value to both employees and the business as a whole

Predictive HR Analytics *2021-07-03*

confidently use predictive analytic and statistical techniques to identify key relationships and trends in hr related data to aid strategic organizational decision making

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confidently use predictive analytic and statistical techniques to identify key relationships and trends in hr related data to aid strategic organizational decision making

Predictive HR Analytics *2024-05-28*

providing practical hands on approaches to connect data to hr policies and practices to help influence overall business performance this book is an essential resource for aspiring new and experienced hr professionals across a wide range of industrial contexts

Predictive HR Analytics: Mastering the HR Metric *2019-11-11*

learn simple yet effective methods for measuring employee satisfaction and performance your ceo just came to you the hr leader and said she was hearing rumors about the turnover rate going up she asks you why this might be happening and how it is could be affecting the bottom line are there certain leadership issues are engagement levels changing is there a problem with the company culture these are all logical questions you have hunches for answers but you have no way to prove those hunches you know your ceo is going to want data to support any argument you make you are sure that the answers to her questions are buried in the employee data collected in the different hr systems you have you have been reading about hr analytics and you wonder how you would answer her question differently if you really understood the data about your people quantifiably better provides a

path to follow in search of these answers it will help you if you are just getting started with your hr analytics initiative or if you are looking for ways to expand your existing hr analytics practice in the end you will find that the insights you desperately seek are easier to find than you ever imagined

Fundamentals of HR Analytics *2017*

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