Predictive Hr Analytics

Effective analytics is a team sport We have more data, and more ways to analyze it, than ever. Yet strategic initiatives continue to fail as often as they ever did. The problem, Alec Levenson says, is that business analytics and human resource analytics focus on completely different things and talk past each other. This book offers an integrated approach that will allow you to get the deepest possible insights. Levenson details how to successfully integrate enterprise and human capital analytics and includes specific questions to ask, along with examples of how integrated analytics can better address a wide range of organizational challenges.

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.

NEW YORK TIMES BESTSELLERWALL STREET JOURNAL BESTSELLER The Globe and Mail Top Leadership and Management BookForbes Top Creative Leadership Book From the visionary head of Google's innovative People Operations comes a groundbreaking inquiry into the philosophy of work-and a blueprint for attracting the most spectacular talent to your business and ensuring that they succeed. "We spend more time working than doing anything else in life. It's not right that the experience of work should be so demotivating and dehumanizing." So says Laszlo Bock, former head of People Operations at the company that transformed how the world interacts with knowledge. This insight is the heart of WORK RULES!, a compelling and surprisingly playful manifesto that offers lessons including: Take away managers' power over employees Learn from your best employees-and your worst Hire only people who are smarter than you are, no matter how long it takes to find them Pay unfairly (it's more fair!) Don't trust your gut: Use data to predict and shape the future Default to open-be transparent and welcome feedback If you're comfortable with the amount of freedom you've given your employees, you haven't gone far enough. Drawing on the latest research in behavioral economics and a profound grasp of human psychology, WORK RULES! also provides teaching examples from a range of industries-including lauded companies that happen to be hideous places to work and little-known companies that achieve spectacular results by valuing and listening to their employees. Bock takes us inside one of history's most explosively successful businesses to reveal why Google is consistently rated one of the best places to work in the world, distilling 15 years of intensive worker R&D into principles that are easy to put into action, whether you're a team of one or a team of thousands. WORK RULES! shows how to strike a balance between creativity and structure, leading to success you can measure in quality of life as well as market share. Read it to build a better company from within rather than from above; read it to reawaken your joy in what you do.

A lot of organizational data is often untapped unstructured data in the form of text & numbers. You don't need to spend months learning R programming & you don't need to buy expensive SPSS statistical software. This is the only book that teaches you how to use Microsoft Excel for Predictive HR Analytics, Text Mining & Organizational Network Analysis (ONA) with step-by-step print-screen instructions: 1) Predictive HR Analytics: Use Excel's Statistical Analysis tools (Decision trees, Correlation, Multiple & Logistic Regression) to run Predictive HR Analytics. E.g. an employee is predicted to have a 60% probability of getting into accidents, if he is age 25, worked 1 year in the company & took 6 days sick leave. An employee is predicted to get rated "7" for Customer Service, if the training program that he attended has a training evaluation score of "8". An employee is predicted to resign if she is age 23, worked for 2 years, and takes 60 minutes to commute to work. 2) Organizational Network Analysis (ONA): Run ONA using Excel's network analysis tool. Learn how to convert an employee's organizational network into a score & then predict if they will be a high-potential (HiPo). E.g. an employee is predicted to be a HiPo with performance rating of "9", if his "Social Network Size" is "16", "Social Network Diversity Index" is "3" & "Competency Score" is "8". 3) Text Mining, Sentiment Analysis & Word Clouds: Mine text from social network posts, employee engagement surveys & Glassdoor comments, then run Sentiment Analysis using Excel & visualize the insights with "Word Clouds". Learn how to predict a company's average employee attrition rate based on its sentiment. E.g. a company's average employee attrition rate is predicted to be 8%, if unemployment rate is 3%, GDP growth is 2%, Glassdoor public sentiment rating is "5", and engagement score is "7".

The Power of People
People Analytics
The New HR Analytics
Learn how to Use HR Data to Drive Better Outcomes for Your Business and Employees
How to Measure Human Resources Management
People, Data, and Analytics

The need for HR professionals to understand and apply data analytics is greater than ever. Today's successful HR professionals must ask insightful questions, understand key terms, and intelligently apply data, but may lack a clear understanding of the many forms, types, applications, interpretations, and capabilities of HR analytics. HR Analytics provides a practical approach to using data to solve real HR challenges in organizations and demystifies analytics with clear guidelines and recommendations for making the business case, starting an HR analytics function, avoiding common pitfalls, presenting data through visualization and storytelling, and much more.

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.

Use this introductory guide to get to grips with people analytics and learn how to find, collect, analyze and use your data to add business value.

This updated edition should help human resources managers respond to organizational change and justify their own existence. It provides a quantifiable method for accurately measuring the productivity of all major personnel functions. By focusing on such practices as benchmarking and HR information systems, the text offers HR managers both the knowledge and the guidance to demonstrate that their function is being efficiently managed and is contributing to the productivity and effectiveness of the organization.

Predicting the EconomicValue of Your Company's Human Capital Investments

The Basic Principles of People Analytics

Excellence in People Analytics

A Practitioner's Handbook With R Examples

Empowering Practitioners, Psychologists, and Organizations

The Data Driven Leader

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. Using Fitz-enz's proprietary analytic model, readers will be equipped to measure and evaluate past and current returns and apply the information to make predications about the future value of human capital investments. 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, this groundbreaking book ushers in a new era in human resources and human capital management.

Poorly designed employee surveys frustrate participants, analysts, and executives and can end up doing more harm than good. Alec Levenson offers sensible, practical ways to make them more useful and accurate and counters a number of unhelpful but common practices. He provides specific advice for ensuring that the purpose and desired outcomes of surveys are clear, the questions are designed to provide the most relevant and accurate data, and the results are actionable. He also looks at a wealth of specific issues, such as the best benchmarking practices, the benefits of multivariate modeling for analyzing results, the linking of survey data with performance data, the best ways to measure employee engagement, the pros and cons of respondent anonymity, and much more.

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.

This book discusses an emerging area in computer science, IT and management, i.e., decision sciences and management. It includes studies that employ various computing techniques like machine learning to generate insights from huge amounts of available data; and which explore decision-making for cross-platforms that contain heterogeneous data associated with complex assets; leadership; and team coordination. It

also reveals the advantages of using decision sciences with management-oriented problems. The book includes a selection of the best papers presented at the International Conference on Decision Science and Management 2018 (ICDSM 2018), held at the Interscience Institute of Management and Technology (IIMT), Bhubaneswar, India.

A Powerful Approach to Delivering Measurable Business Impact Through People Analytics

People Analytics in the Era of Big Data

Fundamentals of HR Analytics

How Successful Organizations Use Workforce Analytics To Improve Business Performance

HR Analytics

Predictive Analytics for Human Resources

In Beyond HR: The New Science of Human capital, John Boudreau and Peter Ramstad show you how to do this through a new decisions science-talentship. Through talentship, you move far beyond merely reactive mind-set of planning and budgeting for headcount and hiring and retaining talent.

Human capital analytics, also known as human resources analytics or talent analytics, is the application of sophisticated data mining and business analytics techniques to human resources data. Human Capital Analytics provides an in-depth look at the science of human capital analytics, giving practical examples from case studies of companies applying analytics to their people decisions and providing a framework for using predictive analytics to optimize human capital investments.

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. 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. Watch a sample on Measuring Training's Effectiveness. Interactive eBook Includes access to SAGE Premium Video, SAGE Business Case Collection, multimedia tools, and much more! Save when you bundle the interactive eBook with the Loose-leaf version. Order using bundle ISBN: 978-1-0718-1340-9. SAGE coursepacks FREE! Easily import our quality instructor and student resource content into your school's learning management system (LMS) and save time. Learn more. SAGE edge FREE online resources for students that make learning easier. See how your students benefit.

People / HR Analytics is: -Where Data Science meets HR -Where HR Management and Decision Making can be based on, driven by, and transformed by data For many, if not most HR professionals in organizations - this is NOT HR 'business as usual'. "Doing HR Analytics - A Practitioner's Handbook With R Examples" seeks to cut through the jargon and hype that currently accompanies the current state of this field. It provides the reader with good foundational definitions and concepts, a suggested 'known' analytics framework, and practical illustrative examples of how to make use of analytics to address typical HR issues. Its purpose is to get you to think informationally about 'all' of HR. The enclosed examples just 'scratch the surface' of what is possible.

Leveraging Data for Competitive Advantage

People Analytics For Dummies

A Hands-on Approach

A Manual on Becoming HR Analytical

Predictive HR Analytics

Introduction to People Analytics

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.

Create and run a human resource analytics project with confidence For any human resource professional that wants to harness the power of analytics, this essential resource answers the questions: "Where do I start?" and "What tools are available?" Predictive Analytics for Human Resources is designed to answer these and other vital questions. The book explains the basics of every business—the vision, the brand, and the culture, and shows how predictive analytics supports them. The authors put the focus on the fundamentals of predictability and include a framework of logical questions to help set up an analytic program or project, then follow up by offering a clear explanation of statistical applications. Predictive Analytics for Human Resources is a how-to guide filled with practical and targeted advice. The book starts with the basic idea of engaging in predictive analytics and walks through case simulations showing statistical examples. In addition, this important resource addresses the topics of internal coaching, mentoring, and sponsoring and includes information on how to recruit a sponsor. In the

book, you'll find: A comprehensive guide to developing and implementing a human resource analytics project Illustrative examples that show how to go to market, develop a leadership model, and link it to financial targets through causal modeling Explanations of the ten steps required in building an analytics function How to add value through analysis of systems such as staffing, training, and retention For anyone who wants to launch an analytics project or program for HR, this complete guide provides the information and instruction to get started the right way.

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

Discover powerful hidden social "levers" and networks within your company… then, use that knowledge to make slight "tweaks" that dramatically improve both business performance and employee fulfillment! In People Analytics, MIT Media Lab innovator Ben Waber shows how sensors and analytics can give you an unprecedented understanding of how your people work and collaborate, and actionable insights for building a more effective, productive, and positive organization. Through cutting-edge case studies, Waber shows how: Changing the way call center employees spent their breaks increased performance by 25% while significantly reducing stress Quantifying the failure of marketing and customer service to communicate led to a more cohesive and profitable organization Tweaking the balance of in-person and electronic communication can enhance the value of both Sensor data can help you discover who your internal experts really are Identifying employees involved in "creative" behaviors can help you promote innovation throughout your business Sensors and simulations can help you optimize your sick-day policies Measuring informal interactions can improve the chances that a merger, acquisition, or "mega-project" will succeed Drawing on his cutting-edge work at MIT and Harvard, Waber addresses crucial issues ranging from technology to privacy, revealing what will be possible in a few years, and what you can achieve right now. In bringing the power of analytics to organizational development, he offers immense new opportunities to everyone with responsibility for workplace performance.

Proceedings of ICDSM 2018

Introducing HR Analytics with Machine Learning

Quantifiably Better

Insights from Inside Google That Will Transform How You Live and Lead

Predictive Analytics in Human Resource Management

How to Use Analytics and Metrics to Drive Performance

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.

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.

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.

The Encyclopedia of electronic Human Resource Management is a comprehensive research-based reference resource with about seventy entries on core e-HRM areas and key concepts. From electronic selection to HR analytics, from e-HRM implementation to HRIS cultural differences - each entry reflects the views of an expert in the field. Each entry provides a list of references and further reading to enable the reader to gain a deeper awareness and understanding of each topic. The book aims to formalize and up-date, to inform and connect the different topics and scholars from the multiple disciplines, who conduct research into e-HRM. This book will be useful for academic researchers, HR practitioners and students.

Work Rules!

How Social Sensing Technology Will Transform Business and What It Tells Us about the Future of Work

Winning on HR Analytics

Human Capital Analytics

Predictive HR Analytics, Text Mining and Organizational Network Analysis with Excel

Fundamentals of Human Resource Management

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.

Confidently use predictive analytic and statistical techniques to identify key relationships and trends in HR-related data to aid strategic organizational decision-making.

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.

Human resource management function over the years -- HR decision-making and HR analytics -- Introduction to HR analytics -- HR business process and HR analytics -- Forecasting and measuring HR value propositions with HR analytics -- HR analytics and data -- HR analytics and predictive modelling -- HR analytics for future

Mastering the HR Metric : [Summary].

New Paradigm in Decision Science and Management

Win with Advanced Business Analytics

Understanding Theories and Applications

Beyond HR

How to Harness the Potential of Your Organization's Greatest Asset

HR metrics and organizational people-related data are an invaluable source of information from which to identify key trends and patterns in order to make effective business decisions. HR practitioners often, however, lack the statistical and analytical know-how to fully harness their potential. Predictive HR Analytics provides a clear, accessible framework with which to understand and work with people analytics and advanced statistical techniques. Step-by-step and by using worked examples, this book shows readers how to carry out and interpret analyses of various forms of HR data, such

as employee engagement, performance and turnover, using the statistical packages SPSS (with R syntax provided), and, importantly, how to use the results to enable practitioners to develop effective evidence-based HR strategies. This second edition of Predictive HR Analytics has been updated to include new material on machine learning, biased algorithms, data protection and GDPR considerations, a new example using Kaplan Meier Survival analyses for tenure/turnover modelling and updated screenshots and examples with SPSS version 25. It is supported by a new appendix showing main R coding for the focal analyses approaches in the book, and online resources consisting of SPSS and Excel data sets and R syntax with worked case study examples. 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.

Traditionally seen as a purely people function unconcerned with numbers, HR is now uniquely placed to use company data to drive performance, both of the people in the organization and the organization as a whole. Data-Driven HR is a practical guide which enables HR professionals to leverage the value of the vast amount of data available at their fingertips. Covering how to identify the most useful sources of data, collect information in a transparent way that is in line with data protection requirements and turn this data into tangible insights, this book marks a turning point for the HR profession. Covering all the key elements of HR including recruitment, employee engagement, performance management, wellbeing and training, Data-Driven HR examines the ways data can contribute to organizational success by, among other things, optimizing processes, driving performance and improving HR decision making. Packed with case studies and real-life examples, this is essential reading for all HR professionals looking to make a measurable difference in their organizations.

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.

Doing Hr Analytics

Advancing Strategy Execution and Organizational Effectiveness

Creating Business Value from Your Data

Practical Applications of HR Analytics

How to Use Workforce Data to Create Business Value

Employee Surveys That Work

Data is your most valuable leadership asset—here's how to use it The Data Driven Leader presents a clear, accessible guide to solving important leadership challenges through human resources-focused and other data analytics. This engaging book shows you how to transform the HR function and overall organizational effectiveness by using data to make decisions grounded in facts vs. opinions, identify root causes behind your company's thorniest problems and move toward a winning, future-focused business strategy. Realistic and actionable, this book tells the story of a successful sales executive who, after leading an analytics-driven turnaround (in Data Driven, this book's predecessor), faces a new turnaround challenge as chief human resources officer. Each chapter features insightful commentary and practical notes on the points the story raises, guiding you to put HR analytics into action in your organization. HR and other leaders cannot afford to overlook the power and competitive advantages of data-driven decision-making and strategies. This book reflects the growing trend of CEOs choosing analytics-minded business leaders to head HR, at a time when workplaces everywhere face game-changing forces including automation, robotics and artificial intelligence. It is urgent that human resources leaders embrace analytics, not only to remain professionally relevant but also to help their organizations successfully navigate this digital transformation. HR professionals can and must: Understand essential data science principles and corporate analytics models Identify and execute effective data analytics initiatives Boost HR and company productivity and performance with metrics that matter Shape an analytics-centric culture that generates data driven leaders Most organizations capture and report data, but data is useless without analysis that leads to action. The Data Driven Leader shows you how to use this tremendous asset to lead your organization higher.

Plain English guidance for strategic business analytics and bigdata implementation In today's challenging economy, business analytics and big datahave become more and more ubiquitous. While some businesses don'teven know where to start, others are struggling to move from beyondbasic reporting. In some instances management and executives do notsee the value of analytics or have a clear understanding ofbusiness analytics vision mandate and benefits. Win withAdvanced Analytics focuses on integrating multiple types ofintelligence, such as web analytics, customer feedback, competitiveintelligence, customer behavior, and industry intelligence intoyour business practice. Provides the essential concept and framework to implementbusiness analytics Written clearly for a nontechnical audience Filled with case studies across a variety of industries Uniquely focuses on integrating multiple types of big dataintelligence into your business Companies now operate on a global scale and are inundated with alarge volume of data from multiple locations and sources: B2B data,B2C data, traffic data, transactional data, third party vendordata, macroeconomic data, etc. Packed with case studies frommultiple countries across a variety of industries, Win withAdvanced Analytics provides a comprehensive framework andapplications of how to leverage business analytics/big data tooutpace the competition.

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.

A comprehensive introduction to the know-how of HR analytics and its role in optimizing HR decision-making and driving organizational performance. In today's technology-driven world, HR analytics is pivotal to measure, express and take focused HR decisions. Practical Applications of HR Analytics equips readers with the required tools and techniques to effectively identify, capture and utilize the vast amount of available data in making better informed business decisions. The text is lucid and packed with practical illustrative examples, hands-on exercises and datasets. It is an invaluable resource for management students and HR professionals who want to translate the benefits of HR analytics into practice, thus paving the way for evidence-based human resource management. Key Features: • Practical understanding of a range of open-source statistical GUI software. • Focus on both descriptive and predictive analytics in HR. • Chapter opening vignettes, industry examples and real-world case studies on application of HR analytics in organizations. • Supplementary exercises and soft copy of datasets provided on Google Drive Link to facilitate hands-on training.

Strategic Analytics

A Practical Guide to Data-Driven HR

Mastering the HR Metric

Encyclopedia of Electronic HRM

Delivering Human Resource (HR) Analytics from Start to Finish

Changing the Way You Attract, Acquire, Develop, and Retain Talent