

HR Data Sources for Analytics



HR systems data

- Recruiting data
- Demographic data
- Absence data
- Performance management
- Learning management
- Job architecture
- Compensation and benefits
- Succession planning
- Talent development
- Exit interviews



Other HR data

- Learning programs data
- Travel data
- Mentoring data
- Employee survey data
- Engagement surveys
- Wellbeing and wellness
- Organizational social network data



Business data

- CRM data
- Financial data
- Production management data
- Sales data



External data

- Job market and salary benchmarking databases
- Competitor and industry reports
- Government and compliance databases
- Job boards and recruiting platforms

Hr Analytics Product Guide

Fermin Diez, Mark Bussin, Venessa Lee

A red circular graphic with a gradient, appearing as a stylized arrow or a partial circle, located to the right of the authors' names.

Hr Analytics Product Guide:

The Practical Guide to HR Analytics Shonna D. Waters, Valerie Streets, Lindsay McFarlane, Rachael Johnson-Murray, 2018-06-15 HR professionals are increasingly expected to understand and apply data analytics but many don't know where to start. The Practical Guide to HR Analytics offers a clear practical guide to understanding and applying data to real world HR issues. From making the business case for analytics to launching an HR analytics function, the book walks readers through the forms, uses, and interpretations of data in an HR context. It covers essential topics like avoiding common pitfalls, visualizing data effectively, and using storytelling to communicate findings. With straightforward language and actionable advice, it helps demystify analytics for professionals at all levels. Whether you're new to analytics or seeking to sharpen your skills, this is your go-to resource for data-driven HR.

The CIO's Guide to Oracle Products and Solutions Jessica Keyes, 2014-09-02 From operating systems to the cloud, Oracle's products and services are everywhere, and it has the market share to prove it. Given the sheer diversity of the Oracle product line and the level of complexity of integration management can be quite a daunting task. The CIO's Guide to Oracle Products and Solutions is the go-to guide for all things Oracle.

Office User Guide for MicroStrategy Analytics Enterprise MicroStrategy Product Manuals, MicroStrategy, 2013-10-31 The MicroStrategy Office User Guide covers the instructions for using MicroStrategy Office to work with MicroStrategy reports and documents in Microsoft Excel, PowerPoint, Word, and Outlook to analyze, format, and distribute business data.

HR Analytics: Fundamentals and Applications Sandeep Kumar Kautish, Anuj Sheopuri, 2024-12-03 HR Analytics Fundamentals and Applications provides a comprehensive exploration of the role of HR analytics in modern people management. The book covers critical topics such as the impact of HR analytics on organizational performance, the use of predictive models in recruitment and employee performance, and the benefits and challenges of implementing HR analytics. It offers practical tools, techniques, and strategies to enhance HR decision-making. With a focus on real-world applications, this book is a valuable resource for HR professionals, educators, and anyone interested in leveraging analytics for strategic HR management.

Key Features: The role of HR analytics in people management, Predictive analytics for recruitment and performance, Practical tools and templates for HR analytics, Challenges and opportunities of HR analytics, Future of HR analytics in organizations, Case studies.

Using R in HR Analytics Dr. Martin R. Edwards, Kirsten Edwards, Daisung Jang, 2024-10-03 Confidently analyse your organization's HR data using R and R Studio to gain insights that improve people strategy and business decision-making. Effective use of HR data has the power to transform a business. However, this is only possible if HR practitioners have the knowledge, skills, and confidence to analyse the data and to draw evidence-based insights from it. This book is the practical guide that HR professionals need. Through worked examples, this book shows readers how to carry out and interpret analyses of HR data in areas such as recruitment, performance, employee engagement, and diversity. People professionals are then shown how to use the results to develop robust people strategies and

to support more effective evidence based decision making Using R in HR Analytics provides a thorough grounding in the differences between descriptive reporting and predictive analytics as well as the methods and measures used to identify the validity of results There is also expert guidance on the role of artificial intelligence machine learning and large language modelling on HR analytics Written for HR professionals at any level there is essential coverage of data privacy and the ethical considerations of using people data Online resources include sample datasets to allow readers to practice analysing HR data

PHR Exam Study Guide 2025-2026 Brielle Morgan,2025-09-09 Are you ready to transform your HR career and pass the PHR exam with confidence on your first attempt The PHR certification isn t just another test it s a major career milestone that demands comprehensive preparation and strategic focus The PHR Exam Study Guide 2025 2026 is your ultimate companion designed to simplify your study process sharpen your test taking skills and maximize your chances of success Inside this all in one guide you ll find everything you need to master the latest PHR exam content Whether you re a first time test taker or returning to sharpen your credentials this guide delivers crystal clear explanations real world HR examples and up to date exam strategies tailored for 2025 2026 We break down every domain with easy to follow lessons covering Business Management Talent Planning Learning Development Total Rewards Employee Labor Relations and HR Operations What truly sets this book apart 4 Full Length Practice Tests Timed simulations with 500 realistic questions to build your confidence Detailed Answer Explanations Understand the why behind every correct answer Complete Content Review Covers every section of the official HRCI PHR Content Outline in simple language Proven Exam Strategies Learn time management elimination tactics and smart guessing techniques from HR exam experts Final Day Crash Course Tools Quick memory boosters high yield checklists and more to optimize your last minute prep Unlike other generic guides this book is written with one mission to make PHR exam prep less stressful and far more effective You ll discover actionable insights practical test tips and comprehensive HR knowledge to not only pass the exam but excel in your HR career Don t leave your PHR success up to chance Take control of your preparation and join thousands of HR professionals who have turned their study time into certification success Get your copy of the PHR Exam Study Guide 2025 2026 today pass with confidence and advance your HR career

HR Analytics In-Depth Subhashini Sharma Tripathi,Reuben Ray,2022-05-25 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 HR Analytics Dr. M.H.N. Badhusha,2023-10-10 HR Analytics is a comprehensive book that delves into the evolving field of Human Resources analytics and its vital role in modern HR management Written by esteemed HR analytics experts this book offers a valuable resource for HR professionals data analysts and business leaders seeking to harness the power of data driven decision making in the realm of HR The book begins by establishing the foundations of HR analytics explaining the importance of HR data its sources and the technology required to gather store and analyze it effectively It guides readers through the process of designing an HR analytics strategy tailored to an organization s unique needs and objectives One of the book s key strengths is its practical approach to HR analytics It provides readers with a step by step guide on how to collect clean and interpret HR data making it accessible to both beginners and experienced practitioners The authors emphasize the significance of data quality and integrity highlighting best practices for ensuring accurate and reliable HR analytics outcomes HR Analytics covers a wide array of topics within the field from talent acquisition and workforce planning to employee engagement and performance management It explores how HR analytics can be applied to enhance recruitment strategies identify high potential talent and optimize compensation and benefits packages to attract and retain top employees The book also delves into the critical area of employee engagement and its impact on organizational success It demonstrates how HR analytics can provide insights into

employee sentiment helping organizations improve workplace culture and morale Furthermore the book explores predictive analytics and its role in HR It demonstrates how predictive models can forecast employee turnover identify potential leadership candidates and even anticipate workforce needs based on business trends *A Research Agenda for HR Analytics* Vicenc Fernandez,2024-12-09 This Research Agenda explores the crucial role of HR analytics in modern organizations examining diverse methodologies data sources and ethical considerations It demonstrates how HR analytics can be used to navigate the complex challenges of digital transformation and implementing data driven practices in human resource management

Fundamentals of HR Analytics Fermin Diez,Mark Bussin,Venessa Lee,2019-11-11 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

HR ANALYTICS GUPTA, DEEPA,GUPTA, MUKUL,GUPTA, PARTH MUKUL,2024-03-08 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 <https://www.phindia.com>

HR_analytics_deepa_mukul_partha

TARGET AUDIENCE MBA HR Data Analytics and HR Professionals

A User's Guide to Business Analytics Ayanendranath Basu,Srabashi Basu,2016-08-19 A User s Guide to Business Analytics provides a comprehensive discussion of statistical methods useful to the business analyst Methods are developed from a fairly basic level to accommodate readers who have limited training in the theory of statistics A substantial number of case studies and numerical illustrations using the R software package are provided for the benefit of motivated beginners who

want to get a head start in analytics as well as for experts on the job who will benefit by using this text as a reference book The book is comprised of 12 chapters The first chapter focuses on business analytics along with its emergence and application and sets up a context for the whole book The next three chapters introduce R and provide a comprehensive discussion on descriptive analytics including numerical data summarization and visual analytics Chapters five through seven discuss set theory definitions and counting rules probability random variables and probability distributions with a number of business scenario examples These chapters lay down the foundation for predictive analytics and model building Chapter eight deals with statistical inference and discusses the most common testing procedures Chapters nine through twelve deal entirely with predictive analytics The chapter on regression is quite extensive dealing with model development and model complexity from a user's perspective A short chapter on tree based methods puts forth the main application areas succinctly The chapter on data mining is a good introduction to the most common machine learning algorithms The last chapter highlights the role of different time series models in analytics In all the chapters the authors showcase a number of examples and case studies and provide guidelines to users in the analytics field

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match your ambition Module Wise Coverage Mod A STATISTICS 175 Questions Mod B HUMAN RESOURCE MANAGEMENT 200 Questions Mod C CREDIT MANAGEMENT 200 Questions Mod D COMPLIANCE IN BANKS CORPORATE GOVERNANCE 150 Questions Five Mock Test 100 Ques Each 500 Ques NOTE To reduce the high production cost and making the book affordable for my learners we intentionally kept the font size small on printed version of this book HR Analytics: Data Driven Techniques Manish Soni,2024-11-13 In the ever evolving world of human resources the emergence of HR analytics has revolutionized the way we understand and manage our workforce HR Analytics Data Driven Techniques is a comprehensive guide designed to navigate you through the complexities of HR analytics leveraging the power of Microsoft Excel This book begins with a deep dive into the Factors to Measure in HR Analytics where we explore the fundamental aspects of HR analytics including key factors objectives and the influence of human biases like naivety entomologist confirmation projection and stereotyping biases Our journey then transitions into the basics with Analytics Introduction providing a foundational understanding of analytics including how to define collect organize and visualize data using Excel s diverse charting capabilities such as pie charts column charts and the latest additions like histograms and treemaps Hiring Analytics and Challenges addresses the practical application of analytics in hiring processes discussing benchmarking competency based recruitment and the critical role of interviewer bias This section is essential for anyone looking to refine their hiring practices using data driven strategies Introduction to HR Analytics sets the stage for the rest of the book outlining the definition scope and importance of HR analytics in modern business As we delve into the Fundamentals of Microsoft Excel for HR Analytics readers will gain practical skills in utilizing Excel for data management and analysis a critical tool in any HR professional s arsenal The book then guides you through various analytical techniques starting with Descriptive Analytics in HR where you learn to perform basic statistical analysis and data interpretation Performance Metrics provides insights into structuring and applying performance metrics effectively while Compensation and HR Analytics delves into creating comprehensive compensation frameworks and policies For those interested in more advanced topics chapters like Diagnostic Analytics in HR Predictive Analytics in HR and Prescriptive Analytics in HR cover everything from regression analysis to predictive modelling and strategic planning using Excel We also explore Advanced Excel Functions for HR Analytics for more seasoned Excel users aiming to automate and enhance their data analysis The book does not stop at analytics within Excel Integrating Excel with Other HR Systems provides valuable insights into how Excel can interact with various HRIS and other tools emphasizing the importance of integration in modern HR practices A highlight of this book is the Case Study Hiring Through Numbers Using Hands On Excel offering a practical step by step approach to applying HR analytics in real world scenarios This is complemented by Case Studies and Real World Applications where we explore industry specific examples across healthcare technology retail and manufacturing sectors HR Analytics Data Driven Techniques is not just a book it s a journey into the heart of HR analytics Whether you re an HR professional seeking to

enhance your analytical skills a student aspiring to enter the HR field or a business leader looking to implement data driven HR practices this book is your comprehensive guide to mastering HR analytics with Microsoft Excel **The Definitive Guide to HR Management Tools (Collection)** Alison Davis,Jane Shannon,Wayne Cascio,John Boudreau,James C. Sesil,Ben Waber,Bashker D. Biswas,Steven Director,2013-11-07 A brand new collection of high value HR techniques skills strategies and metrics now in a convenient e format at a great price HR management for a new generation 6 breakthrough eBooks help you help your people deliver more value on every metric that matters This unique 6 eBook package presents all the tools you need to tightly link HR strategy with business goals systematically optimize the value of all your HR investments and take your seat at the table where enterprise decisions are made In The Definitive Guide to HR Communication Engaging Employees in Benefits Pay and Performance Alison Davis and Jane Shannon help you improve the effectiveness of every HR message you deliver Learn how to treat employees as customers clarify their needs and motivations leverage the same strategies and tools your company uses to sell products and services package information for faster better decision making clearly explain benefits pay and policies improve recruiting orientation outplacement and much more In Investing in People Second Edition Wayne Cascio and John W Boudreau help you use metrics to improve HR decision making optimize organizational effectiveness and increase the value of strategic investments You ll master powerful solutions for integrating HR with enterprise strategy and budgeting and for gaining commitment from business leaders outside HR In Financial Analysis for HR Managers Dr Steven Director teaches the financial analysis skills you need to become a true strategic business partner and get boardroom and CFO buy in for your high priority initiatives Director covers everything HR pros need to formulate model and evaluate HR initiatives from a financial perspective He walks through crucial financial issues associated with strategic talent management offering cost benefit analyses of HR and strategic financial initiatives and even addressing issues related to total rewards programs In Applying Advanced Analytics to HR Management Decisions pioneering HR technology expert James C Sesil shows how to use advanced analytics and Big Data to optimize decisions about performance management strategy alignment collaboration workforce succession planning talent acquisition career development corporate learning and more You ll learn how to integrate business intelligence ERP Strategy Maps Talent Management Suites and advanced analytics and use them together to make far more robust choices In Compensation and Benefit Design world renowned compensation expert Bashker D Biswas helps you bring financial rigor to compensation and benefit program development He introduces a powerful Human Resource Life Cycle Model for considering compensation and benefit programs fully addresses issues related to acquisition general compensation equity compensation and pension accounting assesses the full financial impact of executive compensation and employee benefit programs and discusses the unique issues associated with international HR programs Finally in People Analytics Ben Waber helps you discover powerful hidden social levers and networks within your company and tweak them to dramatically improve business performance and

employee fulfillment Drawing on his cutting edge work at MIT and Harvard 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 Whatever your HR role these 6 eBooks will help you apply today's most advanced innovations and best practices to optimize workplace performance and drive unprecedented business value From world renowned human resources experts Alison Davis Jane Shannon Wayne Cascio John W Boudreau Steven Director James C Sesil Bashker D Biswas and Ben Waber *Human Resource Management Study Guide* , Welcome to the forefront of knowledge with Cybellium your trusted partner in mastering the cutting edge fields of IT Artificial Intelligence Cyber Security Business Economics and Science Designed for professionals students and enthusiasts alike our comprehensive books empower you to stay ahead in a rapidly evolving digital world Expert Insights Our books provide deep actionable insights that bridge the gap between theory and practical application Up to Date Content Stay current with the latest advancements trends and best practices in IT AI Cybersecurity Business Economics and Science Each guide is regularly updated to reflect the newest developments and challenges Comprehensive Coverage Whether you're a beginner or an advanced learner Cybellium books cover a wide range of topics from foundational principles to specialized knowledge tailored to your level of expertise Become part of a global network of learners and professionals who trust Cybellium to guide their educational journey www.cybellium.com **A-Z of Digital Research Methods** Catherine Dawson, 2019-07-10 This accessible alphabetical guide provides concise insights into a variety of digital research methods incorporating introductory knowledge with practical application and further research implications A Z of Digital Research Methods provides a pathway through the often confusing digital research landscape while also addressing theoretical ethical and legal issues that may accompany each methodology Dawson outlines 60 chapters on a wide range of qualitative and quantitative digital research methods including textual numerical geographical and audio visual methods This book includes reflection questions useful resources and key texts to encourage readers to fully engage with the methods and build a competent understanding of the benefits disadvantages and appropriate usages of each method A Z of Digital Research Methods is the perfect introduction for any student or researcher interested in digital research methods for social and computer sciences **System**

Administration Guide for MicroStrategy Analytics Enterprise MicroStrategy Product

Manuals, MicroStrategy, 2013-10-31 The System Administration Guide describes the concepts and high level steps to implement deploy maintain tune and troubleshoot a MicroStrategy business intelligence system [WSO2 Developer's Guide](#) Fidel Prieto Estrada, Ramon Garrido Lazaro, 2017-09-29 WSO2 Made Simple dive deep into the core concepts of WSO2 to overcome the challenges faced while using the Enterprise Integrator About This Book Design create and publish services in the WSO2 technology Integrate the WSO2 Enterprise Integrator with other components and servers Log and test deployed services Who This Book Is For If you are a Java solutions architect or developer and are keen to understand how to build

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Configure WSO2 Enterprise Integrator server in a production environment Create SOAP Proxies and REST APIs Interact with
WSO2 Message Broker Write services using the new language Ballerina Schedule automatic tasks for the services you create
Manage log messages depending on the log level of the system Integrate with social networks such as Twitter Facebook
Instagram and Yammer Test SOAP Services using the Tryit feature and SoapUI tool Work with Quality of Services In Detail
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sequences endpoints and how to work with these in WSO2 Going further you will also get well acquainted with DSS data
service concepts such as configuring data services tasks events testing and much more The book will also cover API
management techniques Along with ESB and DSS you will also learn about business process servers the rules server and
other components that together provide the control and robustness your enterprise applications will need With practical use
cases the book covers typical daily scenarios you will come across while using these servers to give you hands on experience
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getting valuable experience with two important integration servers such as ESB and DSS It will include some real world
practical scenarios to help you master the best practices followed right across the industry and overcome the challenges you
re likely to face on a daily basis *Workforce Analytics* Martin R. Edwards,Dana Minbaeva,Alec Levenson,Mark A.

Huselid,2025-04-02 *Workforce Analytics A Global Perspective* provides a comprehensive sweep of key issues facing the
evolving discipline of workforce analytics The editors all globally recognized in this field have curated a collection of unique
pieces that introduce workforce analytics discuss its place in the HR sphere and systematically address the key practical
challenges faced by analytics experts working in and with organizations Drawing on the combined expertise of the editors
and a range of practicing expert contributors the book provides a current cutting edge and multi perspective survey of
workforce analytics The contributions examine why workforce analytics is important how it can help contribute to business
success and the considerations businesses need to address to maximize the benefit of this important HR expertise A
breakthrough text in a game changing emerging discipline the book is an essential resource for practitioners students and
researchers in workforce analytics people analytics and human resource management more broadly

Hr Analytics Product Guide Book Review: Unveiling the Power of Words

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