



HR Analytics: The What, Why and How...

Tracey Smith

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HR Analytics: The What, Why and How... Tracey Smith

This book is not intended to teach mathematical techniques. It is intended for a non-mathematical audience. This book is designed for those migrating out of reporting into HR analytics and for students looking to understand how their analytical talents fit into Human Resources. This book will explain the 4 levels of value on the HR Analytics roadmap and will provide practical advice on selecting metrics, designing dashboards and setting up an analytics problem. A chapter is dedicated to simple examples to demonstrate how to use a business view to plan analytics projects. The book examines the advantages and disadvantages of trying to build these capabilities in-house and will provide a realistic view of the challenges you will face as an analyst or leader. The concept of building a linkage map to connect HR to the business is demonstrated.

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