



SNS COLLEGE OF ENGINEERING

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DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 23BAT333- HUMAN RESOURCE ANALYTICS

II YEAR /III SEMESTER

Unit I - INTRODUCTION

Topic 5: Common Terminologies in People Analytics



COMMON TERMINOLOGIES IN PEOPLE ANALYTICS

People Analytics, also known as HR Analytics or Workforce Analytics, involves using data and analytical techniques to understand and improve various aspects of human resources and organizational performance. Here are some common terminologies in People Analytics:



COMMON TERMINOLOGIES IN PEOPLE ANALYTICS

- ▶ Attrition Rate : The percentage of employees who leave an organization over a specific period. It's often used to gauge employee turnover and retention.
- ▶ Employee Engagement :A measure of how committed and motivated employees are towards their work and the organization. High engagement typically correlates with better performance and lower turnover.



COMMON TERMINOLOGIES IN PEOPLE ANALYTICS

- ◀ Retention Rate: The percentage of employees who remain with the organization over a specific period. It's a key metric for understanding employee satisfaction and organizational stability.
- ◀ Predictive Analytics : Using statistical techniques and machine learning models to predict future trends or behaviors based on historical data. For example, predicting which employees are at risk of leaving the organization



COMMON TERMINOLOGIES IN PEOPLE ANALYTICS

- ▶ Talent Management : Strategies and processes used to attract, develop, retain, and utilize employees effectively. It encompasses recruitment, performance management, and succession planning.
- ▶ Workforce Planning : The process of forecasting and aligning the workforce needs with the strategic goals of the organization. It includes analyzing current workforce capabilities and predicting future needs.



COMMON TERMINOLOGIES IN PEOPLE ANALYTICS

- ▶ Employee Lifecycle : The stages an employee goes through during their tenure with an organization, from recruitment and onboarding to development, performance management, and eventual exit.
- ▶ Performance Metrics : Key indicators used to measure employee performance and productivity. Examples include individual KPIs, goal achievement rates, and performance ratings.



COMMON TERMINOLOGIES IN PEOPLE ANALYTICS

- ◀ Succession Planning : Identifying and developing internal personnel to fill key positions within the organization. This process ensures that there are qualified candidates ready to step into critical roles as they become available
- ◀ Diversity and Inclusion Analytics : Analyzing data related to the diversity of the workforce and the effectiveness of inclusion initiatives. This includes metrics on gender, ethnicity, age, and other diversity dimensions.



COMMON TERMINOLOGIES IN PEOPLE ANALYTICS

- ▶ HR Dashboard : A visual representation of key HR metrics and analytics. Dashboards provide real-time insights and help HR professionals make data-driven decisions.
- ▶ Employee Satisfaction : A measure of how content employees are with various aspects of their job and work environment. It's often assessed through surveys and feedback mechanisms.



COMMON TERMINOLOGIES IN PEOPLE ANALYTICS

- ◀ Compensation Analysis : The process of evaluating and comparing employee compensation to ensure fairness and competitiveness. It involves analyzing salary, bonuses, benefits, and other forms of compensation.
- ◀ Learning and Development (L&D) Metrics : Indicators related to employee training and development programs, such as training completion rates, skill acquisition, and the impact of learning initiatives on performance.



COMMON TERMINOLOGIES IN PEOPLE ANALYTICS

- ◀ Talent Acquisition Metrics : Data related to the recruitment process, including time-to-hire, cost-per-hire, and quality-of-hire. These metrics help evaluate the effectiveness of recruitment strategies and processes.

These terms represent just a portion of the vocabulary used in People Analytics. The field continues to evolve, incorporating new techniques and metrics to better understand and manage the workforce.



RECAP

QUESTIONS???

THANK YOU