



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

By Tracey Smith

CreateSpace Independent Publishing Platform. Paperback. Condition: New. This item is printed on demand. 120 pages. Dimensions: 9.0in. x 5.9in. x 0.4in. 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, entry-level 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. It is not intended for advanced-level analysts. 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 in 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...



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