

# A Review on HR Analytics in Strategic Decision Making in Large and Medium Organizations

Sidharth Raja Halder<sup>1</sup> and Dr. Bharat Bhushan<sup>2</sup>

<sup>1</sup>Research Scholar, Department of Management

<sup>2</sup>Research Guide, Department of Management

NIILM University, Kaithal, Haryana

**Abstract:** *Human Resource analytics has emerged as a critical tool for enhancing strategic decision-making in organizations. By leveraging data-driven insights, HR analytics enables organizations to optimize workforce planning, talent management, and organizational performance. This review paper examines the role, applications, benefits, and challenges of HR analytics in strategic decision-making within large and medium organizations. It also highlights key analytical tools, implementation practices, and the future scope of HR analytics. The findings suggest that HR analytics significantly improves decision accuracy, reduces uncertainty, and enhances organizational competitiveness.*

**Keywords:** Workforce Planning, Talent Management, Organizational Performance