

Leveraging HR Analytics using Business Intelligence and Analytics

Dr Girisha H¹, Prajwal JM², Megha³ R, Abhishek⁴, Monika HK⁵

Department of Computer Science and Engineering

Rao Bahadur Y Mahabaleshwarappa Engineering College, Ballari, Karnataka, India

Affiliated to VTU, Belagavi, Karnataka, India

Abstract: Organizations are becoming more and more interested in human resources (HR) analytics. Businesses now have new perspectives on their employees thanks to the application of business intelligence (BI) and analytics in HR, which helps them make wiser decisions. The use of BI and analytic tools to leverage HR analytics is covered in this article. We look at how HR analytics may help in identifying talent, lowering employee turnover, and boosting engagement. We also go over the difficulties with HR analytics, including issues with data quality and privacy, and how to overcome them. Lastly, we give examples of companies who successfully applied HR analytics through utilizing BI and analytics tools, along with the effects it had on their business operations. Overall, this paper offers insights into the potential value of HR analytics as a tool for businesses aiming to enhance both their HR operations and overall business performance.

Keywords: HR Analytics

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