

### People Analytics In The Era Of Big Data

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People Analytics is moving away from an isolated reporting and dashboard mentality inside the HR department toward an integration of various types of people-related information across the organization in tighter alignment with the business goals of C-level "We define People Analytics as the integration of disparate data sources from inside and outside the enterprise that are required to answer and act upon forward-looking business questions related to human capital assets for an organization...

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People Analytics In the Era of Big Data : How Big Data Analytics will Change The Way We Attract Acquire Develop and Retain Talent (Wiley, Apr 2016) In his second book, JP provides a comprehensive framework to leverage analytics in Talent Management.

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## **People Analytics in the Era of Big Data - JP Isson**

Since people analytics relies heavily on evolving data-mining technologies and data-interpretation strategies, the trends around people analytics develop in time to the same. Here are the top 4 trends that are shaping people analytics in itself and how it interacts with the business.

## **What Is People Analytics? Definition, Process, Trends, and ...**

Formerly called talent analytics or workforce analytics, people analytics are a set of analytics that starts with a talent-management business question (for instance, who should you attract, acquire, develop, promote, or retain), and integrates internal and external talent data (this refers to publicly available data, company data, and labor market data) to make a prediction about workforce behaviors and actions across the organization, and enables you to track the results.

## **The 7 Pillars of Successful People Analytics ...**

People analytics is a data-driven approach to managing people at work. For the first time in history, business leaders can make decisions about their people based on deep analysis of data rather than the traditional methods of personal relationships, decision making based on experience, and risk avoidance.

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