



SNS COLLEGE OF TECHNOLOGY

Coimbatore - 35



23BAE715- WORKPLACE MODERNISATION AND ADVANCEMENT

Topic: DATA DRIVEN DECISION MAKING IN HR.



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Redesigning Common Mind & Business Towards Excellence



Build an Entrepreneurial Mindset Through Our Design Thinking FrameWork



Discussion about....

- Introduction
- What is Data driven decision making
- Benefits of Data driven decision making in HR.
- The role of HR Data analysis





Introduction to Data Driven decision making in HR

In today's fast-paced business environment, organizations are increasingly recognizing the importance of data-driven decision making. This is especially true in the field of Human Resources (HR), where the effective management of talent is crucial to the success of any organization. HR data analytics has emerged as a powerful tool that enables HR leaders and managers to make informed decisions based on objective evidence rather than intuition or guesswork.





What is data driven decision making?

Data-driven decision making is a process that involves collecting, analyzing, and interpreting data to inform decision making. It involves using quantitative and qualitative data to gain insights and make informed choices. In the context of HR, data-driven decision making involves leveraging HR data and analytics to drive strategic HR initiatives and improve overall organizational performance.





Benefits of data driven decision making in HR

Adopting a data-driven approach to HR decision making has numerous benefits for organizations. Here are some of the key advantages:



1. IMPROVED DECISION MAKING
2. ENHANCED TALENT MANAGEMENT
3. INCREASED EFFICIENCY
4. IMPROVED EMPLOYEE EXPERIENCE
5. STRATEGIC ALIGNMENT



1. IMPROVED DECISION MAKING

By using HR data and analytics, organizations can make more accurate and informed decisions. This enables them to make more effective decisions and implement targeted interventions to address challenges and optimize HR processes.



2. ENHANCED TALENT MANAGEMENT

HR data analytics allows organizations to gain a deeper understanding of their workforce. This enables them to develop more effective talent management strategies, such as targeted training and development programs, succession planning initiatives, and performance management interventions.

3. INCREASED EFFICIENCY

Data-driven decision making in HR can lead to increased efficiency and productivity. By analyzing HR data, organizations can identify areas of inefficiency and implement process improvements that save time, reduce costs, and enhance overall HR operations.



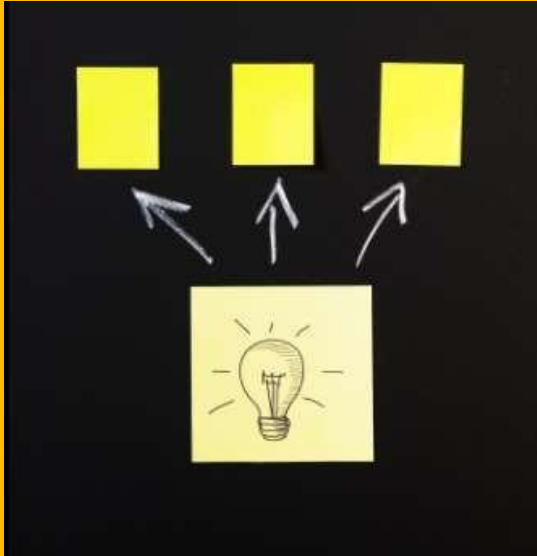
4. IMPROVED EMPLOYEE EXPERIENCE

Data-driven decision making can also have a positive impact on the employee experience. By analyzing HR data, organizations can identify factors that contribute to employee satisfaction, engagement, and well-being.



5. STRATEGIC ALIGNMENT

Data-driven decision making in HR enables organizations to align their HR strategies with overall business goals. By analyzing HR data in the context of key business metrics, organizations can identify how HR initiatives contribute to organizational performance. This enables HR leaders to prioritize and allocate resources more effectively, ensuring that HR strategies are aligned with broader business objectives.





THE ROLE OF HR DATA ANALYSTS

- To effectively leverage HR data and analytics, organizations may need the expertise of HR data analysts.
- HR data analysts are professionals who specialize in collecting, analyzing, and interpreting HR data to drive data-driven decision making.
- They have the technical skills and knowledge to extract meaningful insights from HR data and communicate these insights to HR leaders and managers.
- HR data analysts play a critical role in helping organizations make informed decisions based on objective evidence and drive strategic HR initiatives.



Summary

1. Data-driven decision making in HR has the power to transform organizations by enabling HR leaders and managers to make informed decisions, optimize HR processes, and enhance the overall employee experience.
2. By collecting and analyzing HR data, organizations can gain valuable insights into their workforce and drive targeted interventions to improve performance, engagement, and productivity.
3. By embracing a data-driven approach, organizations can position themselves for success in an increasingly competitive business landscape.
4. So, embrace HR data analytics and unlock the power of data-driven decision making in your organization.





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Thanks!

