DIGITAL HR ANALYTICS & DESIGN THINKING

Annjaan Daash

Mr. Annjaan Daash has around 14 years of experience in the corporate world as well as in academics in the area of Human Resources. He has published several research papers in various Scopus indexed journals and 2 books are in the pipeline. To his credit he is also a certified trainer in Life Skill Development recognized by British Council of India, Fedco. He is also a certified trainer in SAP -HR, Digital HR Analytics registered under Ministry of Corporate Affairs and Design Thinking by CHRD, CPD UK.

We are now residing in an era that can be labelled as the Era of Digital Analytics. HR Analytics is now playing a vital role in aligning all the business processes towards achievement of strategic goals in order to have a competitive advantage. This book focuses on People Analytics, Workforce Analytics, Recruitment, Attrition metrics, Training and Development metrics, performance appraisal metrics. Design Thinking is an approach where the designers use ideation process to solve complex problems related to designing and design engineering. Design thinking is a fusion of logic, creativity, analytical reasoning to bring the ideas that ensure to solve the problems of the clients with judicious outcomes. It helps to bring innovativeness with business acumen. So the main focus is on employee experience which is the core of design thinking. For ex. : Machine Learning . Design thinking fits with HR Analytics as it uses data for Prescriptive Analytics. In digital age new digital tools can be used through HR Analytics. This is a boon for readers to hone their HR skills.

Key Features:
- ☑ Overview of Analytics
- ☑ HR Data Classification
- ☑ Major Tools of HR Analytics
- ☑ Practical case examples of various metrics that uses pivot tables and charts
- ☑ Brief summary on Power Business Intelligence
- ☑ An outline on Design Thinking and implementation
- ☑ Solved Case Study Analysis

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HR Analytics

Core HR
Absence
Payroll
Recruitment
Attrition
Performance
Learning
Succession Planning

HR Analytics

ANALYTICAL THINKING

INTUITIVE THINKING

DESIGN THINKING