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**A Study of Human Resource Analytics and Changing People's
Management in Organizations**

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ABSTRACT

Human Resource Analytics (HR Analytics) refers to the use of data, statistical analysis, and technology to understand, measure, and improve human resource management in organizations. In the modern business environment, organizations are increasingly relying on data-driven decision-making to manage their workforce more effectively. HR analytics helps organizations collect and analyze employee-related data such as performance, productivity, engagement, absenteeism, and turnover. By using this data, managers can identify patterns, predict future workforce trends, and make informed decisions regarding recruitment, training, retention, and performance management. The use of HR analytics is transforming traditional people management practices. Earlier, HR decisions were mostly based on intuition, experience, and manual records. However, with the advancement of digital technologies and analytics tools, organizations can now use real-time data to improve efficiency and strategic planning. HR analytics also helps organizations identify skill gaps, enhance employee satisfaction, and design effective talent management strategies. Moreover, it supports evidence-based decision-making, which increases transparency and fairness in HR practices.