HR Analytics Project Ideas

Reference Document

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Overview

You may be a HR Leader or a HR enthusiast, here's a ready reckoner for you.

You may or may not be an expert in HR Analytics tools. But remember, HR Analytics projects are business projects and not technical research projects. So, a HR analytics project is aimed to provide additional value to stakeholders from HR and Business. Hence it follows a logical approach to the problem or opportunity on hand. It is not a study or thesis work. To identify suitable HR Analytics projects, you can use the below cheat sheet that contains nearly 45 project ideas.

Thank You,

Nilakantasrinivasan, Author of book **"HR Analytics Online Course"**
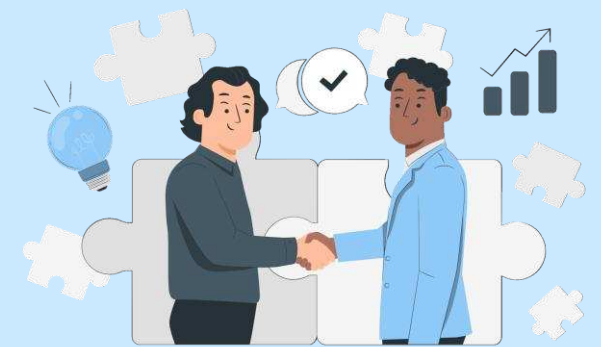
Talent Acquisition

1. Improve Time to fill open positions

2. Reduce Cost per hire

3. Improve Time to productivity of new hires

4. Increase Conversion rate(or reduce drop out) of recruitment (Offer to Join)

5. Find effective sourcing channels for different positions (build vs. buy)

6. Find the what employee parameters impact performance using profiling

7. Find out factors impacting recruiter productivity

8. Identify and eliminate bias in recruitment process (gender, race, etc)

9. Increase participation in employee referrals

10. Reduce unfilled critical positions to zero

11. Identification of suitable Recruitment Metrics (Lag & Lead) and dashboard redesign

Performance Management

12. Improve the workforce productivity using analytics

13. Improve Internal and External Compa ratio parity

14. Parity and bias in Performance levels in the organization, function, levels etc.

15. Prediction of Performance Rating

16. Recommendations on Employee Promotions Policy based employee performance, engagement and retention and factors impacting it

17. Reduce spread or variation in Span of Control

18. Identification of suitable Performance Metrics (Lag & Lead) and dashboard redesign

HR Org Design, Reward and Recognition and Benefits

19. Reduce spread of Average comp/FTE

20. Recommendations on Employee Benefits Policy based employee benefits avail-ment and factors impacting it

21. Potential ROI on compensation & reward

22. Identify and eliminate bias in performance management process (gender, race, etc)

23. Identify and eliminate bias in C&B (gender, race, etc)

24. Identify and eliminate bias in promotion (gender, race, etc)

25. Identifying competency clusters for various roles based on statistical clustering

26. Identification of suitable Employee Engagement, Wellness, Diversity & Inclusion, R&R Metrics (Lag & Lead) and dashboard redesign

27. Reduce Training cost / FTE

28. Improving learning experience for different modes of learning

29. Identify the effectiveness learning modes (models) for suitable for different types of learning objectives (Type of intervention Vs Type of Competency)

30. Identify factors impacting training feedback and improvement in feedback score

31. Measure of change in Skill, Knowledge and behaviors (of Sales force)

32. Improve training effectiveness through Knowledge assessment pass rate Improvement

33. Establish a mechanism to measure ROI for suitable learning interventions

34. Reduce drop-off or incompletion rate in online training programs by identifying factors impacting it

35. Improvement of attention for class room interventions

36. Improve Learning Experience of participants

37. Improve knowledge retention rate after learning intervention

38. Learning design based data analytics

39. Prediction of Performance after learning intervention

40. Identification of suitable Learning Metrics (Lag & Lead) and dashboard redesign

41. Qualitative analysis of Employee Training Feedback

Talent Retention

42. Factors impacting employee attrition rate

43. Attrition of high performer, leadership, key positions etc

44. Identify factors impacting infant attrition

45. Reduce retirement risk

    Increase retention of Hi-pots or Talent Pool

46. Identification of suitable Talent retention Metrics (Lag & Lead) and dashboard redesign

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