

Contents

<i>List of Figures</i>	xv
<i>List of Tables</i>	xix
<i>List of Abbreviations</i>	xxi
<i>Foreword by G. Raghuram</i>	xxiii
<i>Preface</i>	xxv
<i>Acknowledgements</i>	xxvii
<i>About the Authors</i>	xxix
<i>Organization of the Book</i>	xxxi

MODULE 1 INTRODUCTION TO HR ANALYTICS

CHAPTER 1	Evolution of Business Analytics	3
CHAPTER 2	Rise of HR Analytics	21
CHAPTER 3	Applications of HR Metrics	39

MODULE 2 DESCRIPTIVE ANALYTICS IN HR

CHAPTER 4	Creating HR Dashboards Using Microsoft Excel	65
CHAPTER 5	Slicing and Dicing of HR Data: Pivot Table Applications	91
CHAPTER 6	Applications of Tableau in HR Data Visualization	111

MODULE 3 PREDICTIVE ANALYTICS IN HR

CHAPTER 7	HR Analytics Applications of Correlation and Linear Regression	137
CHAPTER 8	HR Analytics Applications of Comparison of Means and ANOVA	167
CHAPTER 9	HR Analytics Applications of Logistic Regression	200

MODULE 4
MACHINE LEARNING AND HR ANALYTICS

CHAPTER 10	HR Analytics Applications of Neural Networks	229
CHAPTER 11	HR Analytics Applications of Classification and Regression Trees (CART) and Ensemble Methods	252
CHAPTER 12	HR Analytics Applications of Factor Analysis and Cluster Analysis	276
<i>Glossary</i>		G-1
<i>Index</i>		I-1