Individual Human Capital and People Analytics Performance

According to the significant growth of literature and continued adoption of people analytics, it has been promised that people analytics will inform evidence-based decision-making and improve business outcomes. However, existing people analytics literature remains underdeveloped in understanding whether and how such promises are realized. In this research seminar, we focus on the enactors of people analytics (i.e., People Analysts) and illustrate how their specialized set of knowledge, skills, abilities, and other characteristics (KSAOs), enhance the value of people analytics.