



**Human Resource Analytics Practicality with
Reference to
Pharmaceutical Industry**

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Abstract

This article will study how effective analytics may be in the management of human resources in the pharmaceutical sector. The objective of this essay is to research how successful analytics may be.

In the context of this research, an analysis of the effectiveness of human resources (HR) will be carried out as a method of contributing to the formation of appropriate strategies for the future. The use of analytics enables the tracking of the measuring of the impact that business improvement activities have had.

The main data is collected via the use of a questionnaire that has been put through its paces in a pilot study. After the analysis of numerous previous studies which have been conducted on this area of research topic, the development of a well-organized questionnaire has been undertaken. The structure of the survey employed a scale with five points that was based on the pattern developed by Likert. According to the findings of the dimensional analysis, HR analytics are unable to give an all-encompassing assessment of the employees' skill sets and credentials.

The purpose of this paper is to present the practical implications for researchers and HR practitioners in the field of HR analytics for the purpose of increasing the efficiency of employees and providing support to HR executives in the formulation of strategies that enable the organisation to gain an advantage over its competitors. These implications are presented in the field of HR analytics for the purpose of increasing the efficiency of employees and for the purpose of increasing the efficiency of employees.

This paper provides insight on how to use HR analytics, which plays an important role in aligning the HR strategy with the overall business strategy. Given that it is now anticipated

that HR will have a seat at the table of decision-making in order to ensure that the business is advantageous and that talent management is sustainable, this paper provides insight on how to use HR analytics. This is especially significant when taking into consideration the role that HR analytics plays in the process of aligning the HR strategy with the broader company plan.

Key Words : Human, Resource, Analytics, Practicality, Pharmaceutical, Industry.

1. Introduction :

Every company's human resources department may see significant shifts as a result of the introduction of new technologies. Since technology makes it possible for the company to enhance its internal processes, core competencies, relevant markets, and organisational structure as a whole, the function of HR has to become more flexible to the new working environment. This involves having a stronger connection to the workforce of a firm as well as its beliefs around the importance of employee engagement and job happiness. In addition to this, it entails assisting in the formulation of guidelines for change management and collaborating with the leaders of the company to guarantee the seamless incorporation of new ideas and strategies into the organisation.

Due to the expanding importance of human capital and the accompanying rise in its cost, it is vital for HR administrators working in today's turbulent business climate to establish preplanned tools. This is because the cost of human capital continues to rise. In addition, there is awareness among the top managers that the HR Managers should play a constructive and inventive role in obtaining the required degree of organisational performance and success. This is something that has been apparent in recent years.

Because of the enormous role that people play in determining an organization's income and its future, human resources experts are increasingly expected to perform key responsibilities at the highest levels of management. HR analytics is able to play an essential part in aligning the HR strategy via the broader company plan in a measurable and relevant manner in a business environment that is dynamic. HR analytics is a tool that helps businesses increase their productivity and competence by more effectively gathering, storing, and retrieving data pertaining to their workforce and organisation. This provides further insights into the productivity and competence of the firm.

A premeditated workforce plan that is based on HR analytics would reduce the attrition rate, mitigate risks, and build a value additional training culture for the organisation. In addition, HR analytics would help to store information pertaining to vital HR activities, including recruitment, compensation administration, and separation.

The direct effect of an organization's people data on key business outcomes is what HR analytics aims to measure. Using HR analytics, the HR department has the ability to put into action a pragmatic approach that will aid managers in making the appropriate investments based on helpful analysis and pragmatic initiatives. The purpose of any kind of analytics is to

get an understanding of the past and make projections about the future by using facts and data as the basis for these evaluations. In a similar vein, HR managers are required to conduct out efficient HR analytics in order to scientifically identify the attitudes of their workers, as well as the data connected to their employees, in order to overwhelmingly display the business impact with the firm.

HR analytics exemplifies the consistent influence that a company's people data has on the most significant business results. By the use of HR analytics, the HR function has the ability to put into practise a way that will assist managers in making the appropriate investments based on comprehensive analysis and actionable initiatives.

The primary function of human resources (HR) analytics is that of a communication tool. It compiles information from a variety of sources, including as surveys, records, and operations, and presents an integrated and actionable portrayal of the current state of affairs as well as potential future states of affairs.

HR analytics may assist a business in formulating strategic choices about the following:

1. Reducing the Attrition Rate of Employees
2. Risk assessment
3. Profile management
4. An indicator of overall productivity
5. Save's time
6. Increases employee experience
7. Generate ideas that can be put into action
8. Improve your ability to make decisions

Tracking the efficacy of HR efforts and the consequences of people management on company goals and financial performance may be facilitated with the use of HR metrics. The following are some examples of them:

1. The cost of each hiring on average, in addition to other expenses such as those for advertising
2. The percentage of people receiving benefits
3. The cost of training each individual worker
4. The efficiency of the training

5. Metrics about the tracking of time, such as the absence rate for each management
6. Turnover rate
7. Revenue per employee
8. The cost of human resources staff on a per-worker basis
9. Return on investment for the HR software
10. Metrics for measuring the employee experience and employee engagement

Study mainly focuses on the relation between HR analytics and various practicalities HR Analytics in the organizations understudy.

2.0 Research Questions and Research Objectives:

2.1 Research Questions:

Prior to the development of the research questions, a wide variety of informational sources pertaining to the issue were combed through. Then after an explanation of the research questions that were posed, which follows a brief synopsis of the most significant insights from these sources.

1. Does the use of H R Analytics have any bearing on the prospective advantages or disadvantages of using H R Analytics?
2. In a more tangible sense, what are the advantages of using H R Analytics on the staff members?
3. Is there any type of link that can be drawn between the numerous different organisational HR practices that come together to form HR Analytics in the pharmaceutical industries?

2.2 : Objectives:

The specific objectives intend on are:

The study makes an attempt to deal with the subsequent key research objectives:

1. The purpose of this research is to get an understanding of the applicability of HR Analytics in enterprises.
2. To determine whether or not there is a link between the use of H R Analytics and the possible advantages and disadvantages of using H R Analytics.

3. To evaluate the capabilities of HR managers in terms of the identification of advantages resulting from HR Analytics on the staff in a way that is applicable to the real world.
4. To get an understanding impact of different HR analytics over the HR aspects of pharmaceutical sector.

3. Review Of Literature:

The researchers Naasz and Nadel (2015) investigated the feasibility of using the capacity of today's machines to organise, analyse, and condense data in order to address the challenges posed by rapidly growing data volumes, diverse data, and high data velocity. According to research conducted by Kylie Goodell King (2016), the use of data analytics in the field of human resource development is rapidly becoming a more commonplace practise. Because the HR profession has not yet come to terms with both the benefits and drawbacks of the new field of HR analytics and has not yet engaged in the operational and strategic work necessary to broaden better methods and approaches, it has been argued that it is unlikely that current practises of HR analytics will bring about transformational change in the near future. This is because the HR profession has not yet engaged in the work necessary to broaden better methods and approaches. According to Angrave et al. (2016), in order to obtain any method that is even remotely useful, HR analytics should be required to be founded in a knowledge of the data that will be utilised as well as the context in which that data was acquired. This would be the case in order to get any method that could even come close to being useful. This study, which was carried out by Janet H. Marle and John W. Boudreau (2017), focuses on the implications of HR analytics, the technique of HR analytics, and the way in which HR analytics secures the cause-effect relationships between HR analytics and financial performance. [Citation needed] This article by Dahlbom, P., Siikanen, N., Sajasalo, P., and Jarvenpaa, M. (2019) focuses on the ways in which the human resource function may benefit from human resource analytics (HRA) and big data. Specifically, the authors examine the ways in which human resource analytics (HRA) and big data may help the HR function (BD). Also, the authors examine the barriers that prevent HRA and the use of data. The writers also explore the effects that the HRA has had on the functioning of the human resources (HR) department in their work. Wingard, D. (2019) "Data-driven Automated Decision-Making in Assessing Employee Performance and Productivity: Designing and Implementing Workforce Metrics and Analytics" in this study it was observed that despite the relevance of data driven computerised decision making in assessing employee performance and productivity, inadequate research has been conducted on this topic. This is despite the fact that data driven computerised decision making in assessing employee performance and productivity is an important topic. Wingard, D. (2019) "Automated data-driven decision making for evaluating employee performance and productivity: planning and carrying it out in the context of workforce management

The researchers Leicht Deobald, U., et al. (2019) identified a substantial problem that comes as a result of the efficiency driven logic of algorithm based HR decision making. The risk associated with this situation is that the already precarious equilibrium that exists between the personal integrity of workers and compliance will be tipped further in the direction of compliance. The findings of an exploratory review of the ongoing research on big data analytics in human resource management were analysed in the article "Big Data Analytics in Human Resource Management: Automated Decision-Making Processes, Predictive Hiring Algorithms, and Cutting-Edge Workplace Surveillance Technologies" by Noack, B. (2019). This article was titled "Big Data Analytics in Human Resource Management: Automated Decision-Making Processes, Predictive Hiring Algorithms, and Cutting-Edge Workplace Surveillance Technologies". The title of the essay was "Automated decision-making processes, predictive hiring algorithms, and other applications of big data analytics in human resource management".

Human Resource (HR) Analytics allows HR professionals the opportunity to challenge management decisions and make strategic contributions, as stated by Liu, L., Akkineni, S., Story, P., and Davis, C. (2020). On the other hand, departments of human resources in the great majority of different industries should have been on board with data analysis. The researchers developed a framework with the intention of facilitating an industrial aluminium company's decision-making processes and improving the organization's capacity to put strategy into action. This is the contribution that can be made as a result of carrying out this research. According to Jain, P., and Jain, P. (2020), Understanding the Concept of HR Analytics, HR Analytics seems to be the effective isomorphic feature that the future corporate world is likely to embrace. This finding comes from an examination of changing business dynamics. This research aims to provide an interpretation of the use of HR Analytics, the connected restrictions in its implementation, and the metrics that need to be evaluated in order to evaluate an organization's preparedness to adopt HR Analytics. The purpose of this research is to provide an interpretation of the use of HR Analytics, the connected restrictions in its implementation, and the metrics that need to be evaluated. According to the findings of the study that was carried out by Susmita Ekka and Punam Singh. (2022), there is a significant positive impact on the behavioural intention to use HRA that is brought about by performance expectation, effort expectations, social influence, and enabling circumstance. The authors of this study, Jo, H. J., and Ahn, J. Y. (2022), set out to comprehend the research trends of Human Resource Analytics (HRA) in Korea and to identify future research fields. They did so via the means of conducting this study. The findings of a study that was carried out by Prejith, P., and Kumar, P. (2022) demonstrate the challenges that are involved with using HRA in order to achieve optimum performance in organisational settings.

3.1 Gaps in Review of Literature :

Research that have been done on the subject of HR analytics have been analysed, and the results show an obvious gap. A significant amount of more study has to be done in order to comprehend the practicality of HR analytics.

4. Conceptual Framework:

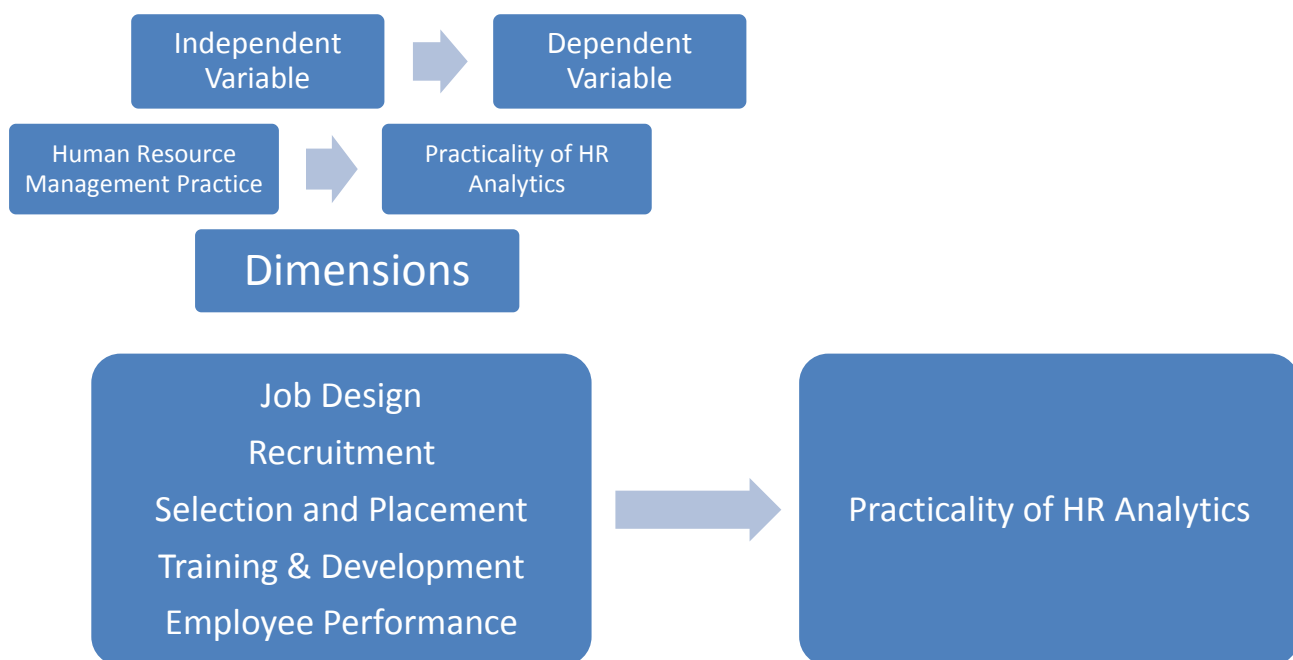
A characteristic of the subject of an investigation is known as a variable in the field of statistical research. The decision of which variables to measure constitutes the most important part of designing a successful experiment.

During doing research, the independent variables, which are also referred to as resultant variables or experimental variables, are analysed in order to illustrate the impacts of the dependent variables. Because of this, such factors are referred to be determinant of the value of the dependent variable in the field of statistics.

During doing research, the independent variables, which are also referred to as outcome variables or experimental variables, are analysed in order to illustrate the impacts of the dependent variables. Because of this, such factors are referred to be determinants of a value of the dependent variable in the field of statistics.

4.1 : Research Model and Hypothesis:

4.2 : Research Model



4.3 : Hypothesis

Ho: There is no impact of HR Practices on practicality of HR Analytics for Pharmaceutical Companies.

H1 : There is no impact of Job Design on practicality of HR Analytics for Pharmaceutical Companies.

H2: There is no impact of Recruitment practices on practicality of HR Analytics for Pharmaceutical Companies.

H3 : There is no impact of selection and placement on practicality of HR Analytics for Pharmaceutical Companies.

H4: There is no impact of training and development on practicality of HR Analytics for Pharmaceutical Companies.

H5: There is no impact of employee performance on practicality of HR Analytics for Pharmaceutical Companies.

5.0 Research Design :

5.1 For the purpose of this investigation, a completely quantitative research survey was used, and the participants were people working in pharmaceutical manufacturing companies.

5.2 Data Collection Instruments :

In the questionnaires that were sent, a rating method known as the Likert scale was used. These surveys are intended to measure the attitudes, views, or perceptions of respondents. When asked a particular question or presented with a specific statement, respondents are given a selection of replies from which to pick. These options often include "strongly agree," "agree," "neutral," "disagree," and "strongly disagree."

5.3 Scope of the Study and Sampling :

The pharmaceutical centre known as JN Pharma City is notable for the meticulous planning that went into its development. JN Pharma City, located in the Indian city of Visakhapatnam, is a pharmaceutical centre that is famous for the meticulous maintenance it receives on a daily basis.

Y S. Rajasekhara Reddy served as Andhra Pradesh's Chief Minister at that time was the one who put the foundation stone in place for pharma city. It is a special economic zone for the production of pharmaceutical goods and is the biggest Pharma SEZ in the state of Andhra Pradesh. The majority of the world's largest pharmaceutical corporations, including Hospira, Hetero, Shasun, Natco, Eisai, Mylan, Biocon, GVK BIO, and Gland Pharma, all began their business.

5.4 Research Instruments :

The basic data that was acquired for this research was analysed using descriptive statistics. The data analysis was carried out using SPSS, the mean and standard deviation, the t-test, correlation, and simple regression.

The data for the study were acquired via the use of a questionnaire that was given, and it was based on prior research. The researchers conducted preliminary tests of the questionnaire with academics and managers to verify that both the individual questions and the overall framework were readily comprehended by the respondents. Other researchers put the questionnaire through its paces with representatives of the JN Pharma City in order to improve the questions' readability and eliminate any room for interpretational inaccuracy.

5.5 Results and Discussion :

The first hypothesis is that there is no significant influence with $(0.05 > \alpha)$ for HR management on practicality of HR Analytics for Companies situated in JN Pharma City. This is supported by the assumption that there is a positive relationship between HR practices and HR Analytics.

On the basis of this primary theory, five further hypotheses were formulated.

There is no impact of Job Design on practicality of HR Analytics for Pharmaceutical Companies.

The first suggests that hypothesis is that there is no significant influence for the Job analysis on HR Analytics if the significance level is greater than 0.05.

We compute the means and standard deviations to extrapolate from the research sample of job analysis and job design to see how these factors impact an organization's ability to obtain a competitive advantage. This helps us validate that our hypothesis is correct.

Researchers arrived at the following conclusions on the study hypothesis after doing analysis using the acquired data using the SPSS statistical software.

The first hypothesis proposes the following:

There is no impact of HR Practices on practicality of HR Analytics for Pharmaceutical Companies.

There is no significant effect with $(0.05 \geq \alpha)$ for HR Practices on practicality of HR Analytics for Pharmaceutical Companies.

On the basis of this primary hypothesis, we have developed five further hypotheses.

H1 : There is no impact of Job Design on practicality of HR Analytics for Pharmaceutical Companies.

In order to provide evidence in support of this hypothesis, we have calculated the means and standard deviations in order to extrapolate the results of the research sample regarding the job analysis and work design as well as how these factors influence the applicability of HR Analytics.

Table 1.1 :

Sl. No	Variable	Mean	Standard Deviation
1	Job Design	4.29	0.68
2	Practicality of HR Analytics	4.38	0.72

The analysis shows that the average responses from respondents about job design were (4.29) with a standard deviation of (0.68), and that the average responses regarding the attainability of practicality in HR Analytics were (4.38) with a standard variation of (0.72).

In the meanwhile, Pearson correlations have been found between job analysis and job design, as well as between job design and the usefulness of HR Analytics.

Table 1.2 :

Variables	Statistically	Practicality of HR Analytics
Job Design	Correlation coefficient value	0.879
	Significant	0.000*

Significant ($0.05 \geq \alpha$)

According to the findings of the analysis, there is a positive correlation relationship with a statistically significant level ($0.05 >$) in between the attitudes of sample individuals towards job design variable and the Practicality of HR Analytics in pharmaceutical companies.

The calculation of the Pearson correlation coefficient between two variables as well as the correlation coefficient square the adjusted correlation coefficient and the standard error, in order to evaluate the attitudes of sample individuals towards the job design function and the practicability of HR Analytics for pharmaceutical companies.

Table 1.3 :

Pearson correlation coefficient value	Correlation coefficientsquare	Adjusted correlation coefficient	Standard error forevaluation
0.878	0.771	0.766	0.341

Statistical significant at statistically significant at (0.05)

Analysis indicates that there is a positive correlation relationship with statistically significant level (0.05) in between responses of respondents towards job design variable and practicality of HR Analysis for pharmaceutical companies. Analysis indicates that there is positive correlation relationship with statistically significant level at (0.05).

Although the overall value of the correlation coefficient was found to be (0.878), and the correlation coefficient was found to be (0.771), but the adjusted correlation coefficient value was found to be (0.766), and the standard error value for the evaluation was found to be (0341).

Table 1.4 : Analysis of Variables.

Variables	B Value	Standard error	t- value	Significance level	Decision
Constant	0.526	0.325	1.613	0.113	Null Hypothesis is rejected.
Job Design	0.898	0.74	11.937	0.000	

According to the findings of the investigation, there is both an influence job design on the practicality for pharmaceutical companies.

The second alternative hypothesis asserts that the recruiting procedure does not have a substantial influence on the degree to pharmaceutical companies.

The researchers put this theory to the test by measuring the averages and standard deviations of the responses given by respondents to questions on recruiting and competitive advantage characteristics in pharmaceutical enterprises.

Table 1.5: Recruitment Procedure

Sl. No	Variables	Mean	Standard Deviation
1	Recruitment process	4.38	0.71
2	Practicality of HR Analytics	4.36	0.70

Data analysis reveals that the average response from the research sample for the variables pertaining to the recruitment process was 4.38, with a standard deviation of 0.71, and that the average response for the variables pertaining to the achievement of a competitive advantage was 4.36, with a standard deviation of 0.70.

In addition, the Pearson correlation coefficient was used in order to compute the degree of connection that exists between the recruiting process and the applicability of HR Analytics for pharmaceutical businesses.

Table 1.6: Correlation coefficient value.

Variables	Statistical	Competitive advantage achievement
Recruitment Process	Correlation coefficient value	0.827
	Statistical significance	0.000

Significant at $(0.05 \geq \alpha)$

The study of the data shows that there is a substantial and strong positive connection between the recruiting process and the practicability of HR Analytics factors, for pharmaceutical firms. This correlation is significant at a level of 0.05 or above.

In addition, we have computed the total Pearson correlation factor for the two variables pharmaceutical companies and recruitment. Furthermore, researchers have computed the correlation factor square, the modified correlation factor, and the standard error of respondents' answers for pharmaceutical companies regarding recruitment and pharmaceutical companies.

Table 1.7: Pearson Correlation Coefficient Factor Value

Pearson Correlation Coefficient Factor Value	Square of Correlation Coefficient	The Modified Correlation Coefficient	Standard Error
0.827	0.684	0.677	0.403

The analysis of the data reveals that there is a positive correlation relationship that is statistically significant at ($0.05 \geq \alpha$) in between the recruitment process and the practicality of HR Analytics for pharmaceutical companies in which a total correlation coefficient was, (0.827), and Square of Correlation Coefficient is at 0.684 while the value of modified correlation coefficient reach (0.677), with a standard error of 0. (0.403).

Table 1.8: Analysis of Variables in relation with regression

Variables	B value	Standard error	T – value	Significance level	Decision
Constant	0.779	0.381	2.048	0.047*	
Recruitment process	0.819	0.086	0.569	0.000	Null Hypothesis is rejected

$0.05 \geq \alpha$

Simple regression analysis was carried out in the interim manner to determine the impact of recruiting on the Practicality of HR Analytics on Pharmaceutical Companies.

The third sub hypothesis states that with ($0.05 \geq \alpha$) there is no statistically significant influence of selection and placement on the practicability of HR Analytics for pharmaceutical manufacturing companies.

The use of a simple regression test was included in the investigation of the impact that recruiting has on the applicability of HR Analytics to pharmaceutical organisations.

In the case of pharmaceutical businesses, selection and placement do not have a statistically significant impact on the applicability of HR Analytics.

The researchers compute the means and standard deviations of the responses given by the respondents about selection and placement as well as HR Analytics for pharmaceutical businesses in order to prove this hypothesis. The average and standard deviation of the responses given by respondents about the selection and deployment of human resources as well as the practicality of HR Analytics for pharmaceutical companies.

Table 1.9 Mean and Standard Deviation

NO.	Variables	Means	Standard deviation
1	Selection and placement	4.41	0.72
2	Practicality of HR Analytics	4.36	0.70

The results of the analysis show that the means on the selection and placement variable are (4.41), with a standard deviation of (0.72), and that the mean of the respondents' replies on competitive advantage accomplishment was (4.36), with a standard deviation of (0.70).

The determination of the Pearson correlation coefficient between the attitudes of the sample persons towards selection and placement and the viability of using HR analytics for pharmaceutical industries.

Table 1.10 : Correlation coefficient value

Variables	statistically	Achieving competitive advantage
Selection & Placement	Correlation coefficient value	0.913
	Statistically significant	0.000*

* $(0.05 \geq \alpha)$ Statically Significant

Analysis shows that there is a positive correlation relationship with statistically significant at statistically significant level (0.05) in between sample individual attitudes towards selection and placement variable and implementation of HR Analytics practicality for pharmaceutical companies. This relationship is statistically significant at statistically significant level (0.05).

Table 1.11 : Correlation coefficient square

Pearson correlation	Correlation coefficientsquare	Modified correlation	Standard error of
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coefficient value		coefficient	evaluation
0.913	0.834	0.531	0.292

The analysis shows that there is a statistically significant positive number (0.05) of a link between the selection and placement processes and the applicability of HR Analytics.

The purpose of this study is to determine the impact that the selection and placement phases of the human resources process have on the selection and placement variables as well as the applicability of HR Analytics for pharmaceutical organisations.

Table 1.12 : Regression Analysis

Variables	B-value	Standard Error	T-value	Significant Level	Decision
Standard	0.457	0.271	1.686	0.098	Null Hypothesis is Rejected
Selection and Placement	.89	.060	14.602	.000	

Significant at ($\alpha \leq 0.05$)

The analysis shows that the process of selecting and placing human resources has a significant impact on the degree to which pharmaceutical companies are successful in implementation of HR Analytics and it is practically proven.

According to the fourth alternative hypothesis, there is not a statistically significant influence of training and development process at significant level (0.05) on the practicability of implementing HR Analytics.

Table 1.13 : Mean and Standard Deviation

No	Variable	Mean	Standard deviation
1	Training & Development	4.36	0.83
2	Practicality of HR Analytics	4.38	0.72

According to the findings of the analysis, the mean for the attitudes of the sample participants towards the Training and development Dimension has been obtained (4.36), and the standard deviation is (0.83). (4.38) is the mean value for people in the sample's attitudes towards the practicality of HR Analytics for pharmaceutical companies and the standard deviation is (0.72). Pearson correlation coefficient indicates the attitude of the sample population towards the Training and development component and obtaining the practicality of HR Analytics.

Table 1.14 :Correlation Coefficient Value

Dimensions	Statistically	Competitive advantage achievement
Training & Development	Correlation coefficient value	0.887
	Statistical Significant	0.000*

($0.05 \geq \alpha$)

According to the findings of the analysis, there is a positive association with statistical significance at the significant level ($0.05 >$) between the attitudes of the sample personnel towards the training component and the practicality of HR Analytics.

Table 1.15 :Correlation Coefficient Square

Pearson correlation coefficient value	Correlation coefficientsquare	Adjusted correlation coefficient	Attitude standarderror
0.885	0.785	0.780	0.33

($0.05 \geq \alpha$)

This research exhibits the findings of a basic regression analysis for prediction capability and the influence of sample people' attitudes towards training on pharmaceutical companies ability to achieve the practicality of HR Analytics.

Table 1.16 : Hypothesis Testing

Variables	B value	Standard error	T. value	Significant level	Decision
Constant	1.031	0.273	3.770	0.001*	Null Hypothesis is Rejected
Training & development practice	0.0767	0.06	12.403	0.000*	

The results of the analysis show that there is a significant influence and a strong capacity for prediction on the subject of the practicality of HR Analytics.

In order to verify the 5th part of sub-hypothesis which indicate there is no impact with statistical significance at significant level ($0.05 >$) on practicality of HR Analytics for pharmaceutical companies.

Table 1.17 : Mean and Standard Deviation

NO.	VARIABLES	MEAN	STANDARD DEVIATION
1	Employees performance appraisal practice	4.33	.83
2	Practicality of HR Analytics	4.36	.70

The analysis demonstrates that despite the fact that the computation of the Pearson correlation coefficient for the attitudes of the sample persons regarding the performance evaluation of workers has been accomplished.

Table 1.18 : Correlation coefficient

Variables	Statistically	Achieving competitive advantage
Employees performance appraisal practice	Correlation coefficient value	.855
	Statistical significant	0.000*

The results of the analysis shown above suggest that there is a positive association with statistically significant level sample persons' attitudes regarding workers' performance assessment procedure and the achievement of practicality of HR Analytics variable for pharmaceutical companies.

Table 1.19 : Correlation Coefficient Square

Pearson correlation coefficient value	correlation coefficientsquare	Adjusted correlation coefficient	Standard error forevaluation
0.856	0.732	0.727	0.371

($0.05 \geq \alpha$)

To find out the impact of sample individuals attitudes of employee's performance appraisal practice on practicality of HR Analytics for pharmaceutical companies.

Table 1.21 : Simple Regression Analysis

Variable	B Value	Standa rd	t. value	Significant level	Decision
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		Error			
Constant	1.231	0.296	4.143	0.001*	Null hypothesis is rejected
Employees performance appraisal	0722	0.066	10.750	0.000*	

($0.05 \geq \alpha$)

According to the findings of the analysis, there is a significant potential for the workers' performance assessment process to achieve practicality of HR Analytics for pharmaceutical companies.

Table 1.22 : Pearson Correlation Coefficient

Pearson correlation coefficient value	Correlation coefficientsquare	Adjusted correlation coefficient	Standard error
0.932	0.867	0.848	0.281

($0.05 \geq \alpha$)

To assess the practicality of HR Analytics for pharmaceutical companies is shown with the analysis the results indicate that there is a positive association the result is statistically significant level at ($0.05 >$).

5.6 : Conclusion :

As a result of the calculation means, the effect of independent variable dimensions on the practicality of implementing HR Analytics for pharmaceutical companies came by importance degree as following sequent, selection and placement, recruitment, training and development, employee's performance appraisal, and Job analysis and design. These factors are listed in order of increasing importance.

There is a positive correlation association with statistical significance and a significant level ($0.05 >$) in between the attitudes of the people who made up the research sample. The strength of the correlation between the independent variable and the dependent variable was found to be as follows: Job analysis and design; Recruiting, selection, and placement; Training and development; and workers' performance appraisals.

There is a significant influence, as well as a high capacity for prediction, of all of the dimensions of the independent variables on the dependent variable. According to the findings of a statistical analysis of simple regression, the attitudes of study sample individuals towards independent variable dimensions do not have an effect or capacity for prediction on the dependent variable (practicality of HR Analytics for pharmaceutical companies collectively

exceptional to selection and placement process). This was the conclusion reached by the researchers. In particular the HR Analytics influence those methods of training and development have on the contribution to the company aim.

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