

Individual adoption of HR Analytics

Dear Participant,

I am Kiran Dhankhar, presently pursuing doctorate from Indian Institute of Management (IIM), Rohtak in Organization Behaviour and Human Resource Management area. I am conducting a study on "Individual adoption of HR analytics by HR professionals" as an academic requirement for my research work.

In order to achieve my research objectives, I seek your valuable inputs.

In the following sections, you will find questions about the demographics and aspects related to adoption of HR analytics techniques.

The survey is completely anonymous and the responses will be used for academic purpose only. Therefore, I request you to answer the questions honestly to the best of your information and understanding.

PLEASE NOTE that the survey is to be filled by HR professionals (people working in HR domain) only.

Thanking you in anticipation, for taking up this survey.

- 1. Please mention whether you are an HR professional (working in Human Resource domain/department).**

Yes	No

- 2. Gender**

Male	Female	Other

- 3. Age (in years)**

20-30	30-40	40-50	50 and above

- 4. Please mention your designation**

Low level HR executive	Medium level HR executive	Senior Level HR executive

- 5. Please mention your service tenure with the present organization.**

<1 year	1-5 years	5-10 years	10-15 years	15 years and above

6. Education discipline

Science	Arts	Engineering	Management	Commerce	Other

7. Please mention years of work experience in HR domain

0-5 years	5-10 years	10-15 years	15 years and above

8. Education (Highest qualification)

Graduate	Post graduate (Masters degree)	Post graduate (Diploma)	Doctorate (PhD)	Other

9. Please mention whether your firm belongs to which of the following sector.

Government	Non-Government

10. Your organization uses HR analytics for the following activities (Pls mark the maximum level of usage of HR analytics).

Basic HR reporting (HR related data is captured).	
Use of metrics and benchmarking	
Use of predictive analytics such as regression for HR related function	
Using analytics for making business related decisions	

11. Please mention the industrial sector that your firm belongs to:

Consulting	
Manufacturing	
Financial services	
Healthcare	
Marketing and communication	
Information Technology and Telecom	
Hospitality	
Education	
Others	

12. Please indicate the level of usage of statistical methodologies in your organization in order to carryout HR analytics

Level 1-No analytics (small companies - not driven by data)	
Level 2-Analytics bootstrappers (low application of HR analytics and almost non-existent application of more complex techniques such as neural networks, moderate application of decision trees and linear regression)	
Level 3-Sustainable analytics adopters (high adoption of understandable techniques such as regression and decision trees; application of more complex techniques such as neural networks and survival analysis remains rather uncommon)	
Level 4-Disruptive analytics innovators (score high on both simple, understandable techniques and more complex techniques)	

13. Please mention your organization's headquarters location.

India	Outside India

14. According to you, your analytical capabilities are at

Descriptive stage (collecting and understanding nature of data)	
Diagnostic stage (using data to identify reasons for the business situation)	
Predictive stage (using data to explore relationships and modeling for predicting business outcomes)	
Prescriptive stage (using models to predict business outcomes and decisions)	

15. Following HR analytical techniques have been provided to you by your organization.

Microsoft Excel	
Analytical softwares e.g. SPSS, MiniTAB, PYTHON etc.	
Internally designed and customized HR system	
Purchased HR information system(HRIS)	
Third party vendor for analytical services	
Artificial Intelligence based HR analytics techniques	

16. Please mention whether your firm is publicly listed

Yes	No

17. Please mention the size (number of employees) of your organization.

<50	50-100	100-500	500 and above

18. Please tick the correct option for the following questions.

	not at all	to little extent	to some extent	to rather much extent	to a very great extent
My supervisor has removed obstacles to implementation of HR analytics techniques.					
My supervisor supports my efforts to learn more about HR analytics techniques					
My supervisor supports my efforts to use HR analytics techniques.					
My supervisor is knowledgeable about HR analytics techniques.					
My supervisor carries on through the challenges of implementing HR analytics techniques.					
My supervisor knows what he/she is talking about when it comes to adoption of HR analytics techniques.					
My supervisor perseveres through the ups and downs of implementing HR analytics techniques.					
My supervisor recognizes and appreciates my efforts.					
My supervisor has developed a plan to facilitate implementation of HR analytics techniques.					
My supervisor reacts to critical issues regarding implementation of HR analytics techniques.					
My supervisor is able to answer staff questions about HR analytics techniques.					
My supervisor has established clear standards for implementation of HR analytics techniques.					

19. Please tick the correct option for the following questions.

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly Agree
Compared with previous organizations and attainable jobs, my position in the present one is ideal.					
Compared with my colleagues, I am being promoted faster.					
The probability of being promoted in my present organization is high.					
In my present job, adoption of HR analytics techniques is relevant to my career goals and vocational growth.					
HR analytics techniques give me more freedom of mobility (with respect to accessing HR data from anywhere in the organization)					
HR analytics techniques makes me more productive in my work life.					
In my present job, adoption of HR analytics techniques enables me to continuously improve my professional capabilities.					
In my present job, adoption of HR analytics techniques encourages me to continuously gain new and job-related skills.					
I keep up with the latest developments in HR analytics techniques in my areas of interest,					
Sometimes, I think that HR analytics techniques are not designed for use by ordinary HR professionals					
In my present job, adoption of HR analytics techniques encourages me to continuously gain new job-related knowledge.					
In this organization, the possibility of my current salary being increased is very large.					
Other people come to me for advice on new HR analytics techniques.					
In my present job, adoption of HR analytics techniques provides me with good opportunities to realize my career goals.					
In my present job, adoption of HR analytics techniques moves me closer to my career goals.					
Too much adoption of HR analytics techniques distracts HR professionals to a point that is harmful.					

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly Agree
My promotion speed in the present organization is fast.					
In my present job, adoption of HR analytics techniques sets the foundation for the realization of my career goals.					
Adoption of HR analytics techniques lowers the quality of relationships by reducing personal interaction.					
HR professionals are too dependent on HR analytics techniques to do things for them.					
Technical support lines in my organization are not helpful because they don't explain things in terms I understand.					
In my present job, adoption of HR analytics techniques encourages me to accumulate richer work experiences.					
My salary is growing quickly in my present organization.					
In general, I am among the first in my circle of friends to acquire new HR analytics technique when it appears					
Compared with my colleagues, my salary has grown more quickly.					

20. Please tick the correct option for the following questions.

	Strongly disagree	Disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	agree	Strongly agree
I am interested in using HR analytics techniques.							
I use HR Analytics techniques for some specific tasks.							
I am recommending my organization to invest in HR analytics techniques.							
Using HR Analytics techniques enables me to accomplish tasks more quickly.							
Using HR Analytics techniques improves the quality of work I do.							

	Strongly disagree	Disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	agree	Strongly agree
I am beginning to explore using HR analytics techniques.							
I am not required to use HR analytics techniques.							
Using HR Analytics techniques enhances my effectiveness on the job							
The use of HR analytics techniques is voluntary in my organization.							
Using HR Analytics techniques makes it easier to do my job							
Using HR Analytics techniques gives me greater control over my work.							
My organization is putting a policy in place to use HR analytics techniques.							

Name	
Phone Number	
Email Id	