The effect of Human Resource Analytics on Employee Performance

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Abstract

Data analysis in human resource contributed significantly to connect data with organizational and individual performance, by providing the organization with better understanding for effectively managing employees so that business goals can be reached quickly and efficiently. Thus, the key aspect of human resource analytics is to conclusively show the impact the human resource department has on the employee and on the organization as a whole. Hence, the aim of this study is to explore the relationship between "human resource analytics" as an independent variable, "employee performance & behavior", and "organizational performance" as dependent variables, for a comparative study between the Lebanese profit and non-profit organizations. For this research paper a survey was distributed and collected from 201 employees, to explore the impact of human resource analytics on the components of employee performance and behavior and organizational performance of the profit and non-profit organizations in Lebanon.

The results showed that there is a positive relationship between human re-source analytics and employee performance and behavior in the profit organizations, compared to a no relation between human resource analytics and employee performance and behavior in the non-profit organizations. There is a positive relationship between human resource analytics and organizational performance in the profit organizations, compared to a weak relationship between human resource analytics and organizational performance in the non-profit organizations. This study has confirmed that human re-source analytics are applicable in the profit Lebanese organizations, and less applicable in the non-profit Lebanese organizations.

Keywords: Human Resource Analytics, Performance, Behavior