

## Overview of Specialty Area (People Analytics)

IHRP will award Skills Badges for demonstrated experience and application of skills within this Specialty Area. The following document details the Specialty Area and its corresponding skills:

**Points to note:**

**Proficient level:** The skills under the People Analytics specialty area is with reference to the competency "Analytics & Insights" under the IHRP Body of Competencies (BoCs) and the "Technical Skills and Competencies (TSCs)" level 3 to 4 under the Skills Framework for HR

**Advanced Level:** The skills under the People Analytics specialty area is with reference to the competency " Analytics & Insights" under the IHRP BoCs and the "Technical Skills and Competencies (TSCs)" level 5 to 6 under the Skills Framework for HR

You may refer to this link to find out more information on IHRP BoCs:  
<https://www.ihrp.sg/ihrp-body-of-competencies/>

You may click [here](#) to download the PDF containing the Technical Skills and Competencies Reference from the Skills Framework for HR.

## Specialty Area: People Analytics

Definition: Employ statistics and modelling on business and employee data for analysis and decision making

Skills	Definition
Metrics and Benchmarking	Define key issue(s), formulate hypotheses and identify KPIs or metrics to be used for the purpose of hypothesis testing, data modelling and analysis. Metrics should be related to different aspects of the employee life cycle, e.g. Engagement indicators, ROI of HR initiatives, attrition and turnover rates.
Data Collection and Management	Gather data needed while understanding the purpose of doing so; managing data in a way that maintains integrity, cleanliness and accuracy of data collected, including PDPA.
Analytics, Models and Techniques	Leverage analytics tools and insights, including optimisation techniques and conjoint analysis to optimise employee cost, increase efficiency and effectiveness.
HR Dashboards	Improve reporting by offering dashboarding solutions to communicate with impact, identifying key HR KPIs that are aligned with business strategy, and how to create value with available HR data.
Institutionalising People Analytics Capabilities*	Design and implement HR analytics capability; organise, govern and structure team effectively.

\*Denotes skills assessed for Advanced level badges