EXECUTIVE SUMMARY

The chief purpose of this study was understanding the influence of HR strategies viz. compensation strategy, talent management, and workforce optimization have an effect on Organizational performance when HR Analytics mediates the relationship and to comprehend the significant dimensions and variables to effectively manage the existence.

For attaining the aim and objective of the study, the chapters have been presented in the following sequences:

Chapter I mainly gives the summary of the entire research. It gives a bird’s eye view of the concepts and background of Human Resource Management and HR Analytics. This chapter concludes with the arrangement of analysis as well as the definition of the key terms which has been used for the study which includes compensation management, workforce optimization, talent management, organizational performance and HR Analytics.

Chapter II gives the details of the concept of Human Resource Management and HR Analytics. It gives the background concept of HRA and its
Chapter 3 gives a meticulous evaluation of the pertinent literature. Review of these prominent studies is indispensable for establishing the gap in the present study. Hence, this chapter covers a meticulous and exhaustive review of related literature in order to gain an insight on what is Human Resource Analytics and how it supports the organization in performing better. In order to explore the opinion of the established researchers related to the study undertaken; the reviews of numerous research papers, white papers, video clips and articles in both national and international journals have been embarked on and also several related and focused books which contributed a broad perspectives on the study undertaken and supported to establish the research gap.

Chapter IV explains in detail about the methodology that has been used for the study. The research methodology that has been chosen for this study aids for improving the reliability and conjecture of the outcomes. This chapter specifically includes information which is pertaining to the population, sample size, choice of measuring instrument, research blueprint of the study, the procedures, statistical techniques used, and delimitations of the study.

Chapter V contains the results of data collected are interpreted and reported. The sample outlines of the target populations have been properly elaborated and explained in details. The determinants of reliability, validity and SEM modeling results have been discussed and statistical analysis of the hypothesis
testing results is also reported in this chapter. Elaborated and detailed explanation of SEM step by step procedure is also described in chapter V.

Chapter VI contains the detail explanations of the results of the previous chapter. Here the results of the findings have been discussed in details. This chapter gives an explanation of the entire research. In this chapter, discussions on the major findings of the study are related back to the initial problem statement, objectives, hypothesis, and conclusions are drawn which is based on the empirical evidence.

Chapter VII mainly consists of the various limitations the researcher faced during the study, suggestions for future research and the conclusion of the study. The simple objective of this segment is to sketch a summary and deliver the conclusion in the perspective of the established research objectives. This chapter introduces the summary of the entire research trailed by the recommendations and conclusion at the end. The scope of the study was also emphasized along with the exhaustive findings of the study which has become the core of this segment. The section also offers the importance of the research in the study.