

People Analytics Reading List | #HRDatenliebe | Der People Tech Blog

curated by Daniel Mühlbauer

Titel	Autoren	Jahr	Publikation	Link
An evidence-based review of HR Analytics	Marler/Boudreau	2017	International Journal of Human Resource M	https://www.tandfonline.com/doi/abs/10.1080/09585192.2016.1244699
Künstliche Intelligenz und People Analytics im Personalmanagement – Potenziale und ethische Grundsätze.	Huff et al.	2020	Heinmann/Matusiewicz: Digitalisierung und	https://www.mwv-berlin.de/produkte/l/titel/digitalisierung-und-ethik-in-medizin-und-gesundheitswesen/id/636
Evidenz statt Bauchgefühl? – Möglichkeiten und rechtliche Grenzen von Big Data im HR-Bereich.	Huff/Götz	2019	Neue Zeitschrift für Arbeitsrecht	https://beck-online.beck.de/?vpath=bibdata%2fzeits%2fNZA-BEIL%2f2019%2fcont%2fNZA-BEIL%2e2019%2eH02%2eql2%2ehtm
People Analytics und Arbeit 4.0.	Mühlbauer et al.	2018	Werther/Bruckner: Arbeit 4.0 aktiv gestaltet	https://link.springer.com/book/10.1007/978-3-662-53885-2
People Analytics: Ein praxisorientiertes Umsetzungsmodell	Mühlbauer	2017	Handbuch HR-Management: New Work un	https://handbuch-hr.de/digital-lesen/#p=269
Predictive HR Analytics	Edwards/Edwards	2019	Sachbuch	https://books.google.de/books?hl=de&lr=&id=EXiJDwAAQBAJ&oi=fnd&pg=PP1&dq=HR+Analytics&ots=bHwUUUVJkTk&sig=qLe0IWNEECaM1Wuqfk7dcWspQo#v=onepage&q=HR%20Analytics&f=false
HR and analytics: why HR is set to fail the big data challenge	Angrave et al.	2016	Human Resource Management Journal	https://onlinelibrary.wiley.com/doi/abs/10.1111/1748-8583.12090
People analytics effectiveness: developing a framework	Peeters et al.	2020	Journal of Organizational Effectiveness: Pe	https://www.emerald.com/insight/content/doi/10.1108/JOEPP-04-2020-0071/full/html
Learning from practice: how HR analytics avoids being a management fad	Rasmussen/Ulrich	2015	Organizational Dynamics	https://www.sciencedirect.com/science/article/pii/S0090261615000443
HR Analytics: A Modern Tool in HR for Predictive Decision Making	Quddus Mohammed	2019	Journal of Management	https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3525328
An ROI-based review of HR analytics: practical implementation tools	Ben-Gal	2019	Personnel Review	https://www.emerald.com/insight/content/doi/10.1108/PR-11-2017-0362/full/html
People Analytics – Personaldaten als Erfolgsfaktor	Biemann	2017	PersonalQuarterly	https://www.haufe.de/personal/zeitschrift/personalquarterly/personalquarterly-32017-people-analytics-personalquarterly_48_420922.html
People Analytics als Wissenschaftskooperation: Mobiles Arbeiten bei der Audi AG	Kuschel et al.	2017	PersonalQuarterly	https://www.haufe.de/personal/zeitschrift/personalquarterly/personalquarterly-32017-people-analytics-personalquarterly_48_420922.html
The HR analytics cycle: a seven-step process for building evidence-based and ethical HR analytics capabilities	Falletta/Combs	2020	Journal of Work-Applied Management	https://www.emerald.com/insight/content/doi/10.1108/JWAM-03-2020-0020/full/html
Linking HR Analytics to Organizational Performance through Evidence-Based Management	McCarthy/Fu	2019	Academy of Management Proceedings	https://journals.aom.org/doi/abs/10.5465/AMBPP.2019.16665abstract

HR Analytics	Fitz-Enz	2010	Sachbuch	https://www.amazon.de/New-Hr-Analytics-Predicting-Investments/dp/0814438849/ref=sr_1_18?_mk_de_DE=%C3%85M%C3%85%C5%BD%C3%95%C3%91&dchild=1&keywords=HR+Analytics&qid=1618769227&sr=8-18
Work Rules	Bock	2016	Sachbuch	https://www.amazon.de/Work-Rules-Google-arbeiten-ver%C3%A4ndert/dp/3800650932
The rise (and fall?) of HR analytics: A study into the future application, value, structure, and system support	Van den Heuvel	2017	Journal of Organizational Effectiveness: Pe	https://www.emerald.com/insight/content/doi/10.1108/JOEPP-03-2017-0022/full/html?journalCode=joep&
HR analytics and ethics	Simbeck	2019	IBM Journal of Research and Development	https://ieeexplore.ieee.org/abstract/document/8708197
Toward evidence-based HR	Van der Togt/Rasmusser 2017		Journal of Organizational Effectiveness: Pe	https://www.emerald.com/insight/content/doi/10.1108/JOEPP-02-2017-0013/full/html
Individual adoption of HR analytics: a fine grained view of the early stages leading to adoption	Vargas wt al.	2018	The international journal of human resourc	https://www.tandfonline.com/doi/abs/10.1080/09585192.2018.1446181?journalCode=rjih20
Building credible human capital analytics for organizational competitive advantage	Minbaeva	2017	Human Resource Management	https://cbs-executive.dk/wp-content/uploads/2018/09/Workshop-1-Building-credible-human-capital-analytics-for-organizational-competitive-advantage.pdf
Insider econometrics meets people analytics and strategic human resource management	Larsson/Edwards	2021	The International Journal of Human Resou	https://www.tandfonline.com/doi/abs/10.1080/09585192.2020.1847166