

Identified Research Gaps in HR Analytics

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The Asia Pacific region is expected to grow fastest in HR analytics due to the rapid digital transformation in the region that has increased the requirement of HR analytics solutions and services. The importance of HR analytics is that it enables organizations to make evidence-based strategic business decisions, and thereby to increase organizational performance. However, despite above significance, it is observed that adoption of HR analytics and academic research is at a lower level. The purpose of this research paper is to investigate research gaps in existing literature of HR analytics in Sri Lanka as well as in other countries in the Asia Pacific region for further empirical investigations. The peer-reviewed, scholarly articles from 2004 to 2018 were systematically reviewed for this study. Consequently, five gaps were identified, and the first gap identified was the conceptual confusion of HR analytics. The second gap identified was the limited theoretical perspectives existing in HR analytics, despite its significance. The lack of empirical evidence in actual implementation and operationalization of HR analytics has been identified as the third gap. The necessity to define and address legal and ethical boundaries of HR analytics has been identified as the fourth gap. The final gap identified was the requirement of human interference in decision making using HR analytics. All these gaps exist in the Sri Lankan context and in international context too.

Keywords: HR Analytics, Organizational Performance, Research Gaps