

Notification.no. 520/2022

Date: 06.09.2022

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Name of the Topic: HR Analytics And Decision Making: A Study Of Authentic Leadership

Keywords: Authentic Leadership, Decision Making, Hr Analytics, It Sector, Vigilance.

ABSTRACT

The present research has been done to fulfill the void in the nascent literature on HR analytics and introducing the empirical literature on HR analytics in Indian context. Out of 21 hypotheses, 15 were supported. The results revealed that Authentic leadership have significant impact on HR analytics as well as vigilance decision making. AL has acted as a strong predictor for adoption of HR analytics for managers working in IT industry. ‘Moral and ethical values’, ‘transparency’ and ‘balanced processing’ are strong indicators for helping in adopting use of HR analytics. However, self-awareness did not provide significant statistical support in predicting use of HR analytics and vigilant decision making. Tools availability and self-efficacy plays a strong role in adoption of HR analytics whereas in case of vigilance only self-efficacy is find to be statistically significant for taking vigilant decisions. Lastly, HR analytics have fully mediated the relationship of tools availability and vigilant decision making whereas partially mediated the relationship between self-efficacy and vigilant decision making, HR analytics is not acted as mediator between data availability and vigilant decision making. Apart from theory, it provides practical insights for the organisations to give training to the leaders for developing authenticity, self-efficacy with improving the HR systems and unified data.