Category

Data & AI

Data Literacy for HR & People Analytics Playbook

Making people decisions on data that's rigorous enough to trust and ethical enough to defend

- Practitioner
- Intermediate
- Template Included

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- 4 minute(s)

Overview

A framework for building data literacy specifically within HR and people analytics teams — statistical rigor for people data, bias and fairness awareness in analysis, and appropriate confidentiality-aware data handling — addressing the distinctive combination of statistical and ethical literacy people analytics work requires.

How is data literacy for HR genuinely different from general

business data literacy? People analytics carries specific statistical and ethical stakes — small sample sizes at the team level, bias risk in analysis that affects real employment decisions, and confidentiality requirements — that general business data literacy doesn't specifically address.

What's the biggest risk of insufficient data literacy specifically

in people analytics? Drawing confident conclusions from small, noisy samples (a single team's engagement score, for instance) and acting on them as if they were statistically robust findings, sometimes with real consequences for individual employees or teams.

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