BACKGROUND NOTE

IOTA Webinar **"Human Resource Data Analytics"**
28 May 2025 at 11:00 a.m. (Central European Time) Digital Event via Microsoft Teams

BACKGROUND

Tax administrations can collect and utilise a wide variety of HR data from internal and external sources. With advancements in cutting-edge technologies, there is a growing potential for organisations to apply advanced HRM analytical tools and techniques in a more systematic and scientific way.

This event will focus on advanced HR data analytics, predictive tools and other techniques for better decision-making. Tax administrations will present their proactive data-driven approaches to prepare for meeting key emerging challenges in a quickly changing environment. The Webinar will also present examples from several member tax administrations on how they use HR data in their decision-making.

OBJECTIVES

The main objective of this event is to share country examples of advanced HR data analytics, predictive tools and other techniques for better decision-making. More specifically, the Webinar will:

- Explore data-driven approaches IOTA member tax administrations are employing to prepare for meeting key emerging challenges in a quickly changing environment;
- Bring examples of advanced HR data analytics, predictive tools and other techniques for better decision-making;
- Explain how the HR data can be used in the process of developing change capability and resilience;
- Share practical examples, lessons learned and plans for the future.

EXPECTED OUTCOMES

The expected outcomes of the event are:

- Updates on the application of advanced HRM analytical tools and techniques;
- A better understanding of change resilience as a phenomenon and how proactive data-driven strategies can help navigate future changes;
- Share examples of the most successful initiatives and lessons learned;

- Build up and maintain a network of HR senior officials/experts from IOTA member tax administrations involved in advanced HR data analytics.

METHODOLOGIES

The Webinar will be conducted via the Microsoft Teams meeting platform on 28 May 2025 at 11:00 (Central European Time).

The Webinar is expected to last 90 minutes. It is planned to have 3-4 presentations of 15 minutes each. The invited speakers will discuss several topics and answer questions from participants during the event.

There is no limit to the number of participants who can attend the IOTA Webinar. However, participants are required to register for this event before the registration deadline. Prior to the event, participants will receive from the IOTA Secretariat an email containing a link to Microsoft Teams in order to join the live broadcast of the Webinar.

Registration for the Webinar will be open until midnight on 26 May 2025.

Joining Instructions are provided to explain on how to join and participate in the event using the Microsoft Teams platform. There will also be an opportunity for delegates to test their connection 30 minutes prior to the start of the Webinar.

The Webinar will be recorded and will be available to watch on-demand after the event on the IOTA website (only for registered users).

TARGET AUDIENCE

Participants are HR managers and senior HR experts of IOTA member tax administrations, experts responsible for HR data analytics.

Please note that it is not possible to provide any interpretation facilities at this event and IOTA expects that all participants will have sufficient language skills for active participation **in English**.