## Human Capital Growth Analytics

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## Abstract

The majority of traditional corporate valuation methods are solely based on tangible indicators – sales growth, gross profit, cash flow, and operational performance – which are the result and don't reflect the underlying process which makes the organization successful in the longer run. One of the most important intangible assets that don't appear directly on the balance sheet is human capital. In this research, we focus on the role that workforce skills, education, and knowledge play towards organizational success using state-of-the-art Machine Learning techniques. We find that investments in human capital not only play a crucial role in organizational growth but also have a causal relationship.

## Biography

Aboli is an Associate Data Scientist on the Venture Innovation's Studio team, where she helps leverage the power of data science and machine learning to maximize their impact. She is passionate about using data for social good. She was previously a part of the CUPID program, where she worked as a Data Scientist Intern for Studio.

Before joining the Studio team Aboli worked at Stantec, where she served as a Data Analyst analyzing and predicting flood frequency risk for rural catchments. She graduated with a master's degree in Applied Economics from the University of San Francisco and holds another master's degree in Water Resources Engineering from the Indian Institute of Technology Bombay.