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larger counterparts and corporations in three distinct ways 1 they tend to have fewer resources time and specialized training to devote to data analytics 2 they are part of a unique entrepreneurial ecosystem with unique needs 3 scholarship and academic research on human capital data analytics in startups is lacking Existing entrepreneurship research is primarily conducted in business schools There needs to be more integration of industrial organizational psychology and entrepreneurship This book was designed to do just that to demonstrate how organizational psychology with a focus on human capital data and analytics can advance the science and practice of entrepreneurship This book is purposefully designed to address the unique idiosyncrasies of the science research and practice of startups and the entrepreneurial ecosystem Each chapter takes a science practice perspective highlighting a specific human capital management topic e g learning and development team effectiveness human capital due diligence and discusses how leveraging data can help enhance decision making The volume is grounded in sound theory and practice of organizational psychology entrepreneurship and management It is divided into three parts 1 human capital assessment and development for startups 2 understanding startup situations environments and support systems and 3 measuring startup level performance

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