

HR ANALYTICS: HANDS-ON TRAINING**OBJECTIVES**

Complexity in today's workforce, new technology investments, economic pressures, talent as a competitive edge, aligning the people strategy with the business strategy and many more reasons are driving a change in HR to be analytics-dependent.

In this era of ERP/HRMS-based system, employees and HR database is either an integral part or remains strongly coupled with the main data warehouse. In such an environment, organizational goals and KPIs drive the HR performance measures/metrics. This has evolved in Scorecard-based performance management systems – applied for individual employees as well as for overall performance.

The course has three central themes: (i) to expound HR measurement and data analytics concepts, (ii) framework for applying this concept in an end-to-end HR business process for the entire life-cycle of employees, and (iii) hands-on training.

TARGET PARTICIPANTS

Any professional who is interested in studying, diagnosing and recommending solutions to an HR-related problem in the organization. Participants should bring their own laptop.

PEDAGOGY

Lectures through audio-visual presentation, structured exercises, group assignments, group discussion and case studies.

TOPICS TO BE COVERED**Part I: Basic Foundation**

1. Framework of HR measurement: How decision science influences HR measurements, connecting measures and organizational

effectiveness; LAMP framework, HCM:21 Framework and Talentship Framework, Today's HR measurement approaches

2. Analytical Foundation of HR measurement

Part II: About HR Analytics: Definition of HR & Analytics; HR data as seen prior to the invasion of Analytics; The current evolving state of HR Analytics; Why HR Analytics; Stages of HR Analytics; What can/should be measured; How does Analytics fit into HR Delivery Model; HR Analytics in your org. – priorities & ST/LT Goals; CEO's part to be played in HR Analytics; Comparison – HR "Reporting" & Analysis with HR "Predictive" Analytics. Quantitative and Qualitative Analysis

Part III: HR Analytics Tools: Advantages & Limitations of some tools; Brush up on MS Excel & Basic VBA ; Tools to be discussed using Ms Excel – Used in Reporting & Presentation on MS PowerPoint; Tips on of Google Forms & Google Spreadsheets – E.g.: Designing Surveys & Easy Data collection tips; Integrating MS Excel & Google Spreadsheets. Brush up on R basics; Tools to be discussed using R Statistical Software – Used in Predictive Modelling & Presentation on MS Power Point. Use of AMOS and SMART PLS.

APPLICATION & PROGRAMME FEE

The programme is residential and it would be conducted at IIT Kharagpur Campus. The duration of the programme is five days, May 24-28, 2016. The fee for the programme is Rs. 25,000 per participants. Please add a service tax @ 12.36% over and above the programme fee. The programme fee is to be paid by cheque/demand draft favouring CEP-STC, IIT Kharagpur and payable at Kharagpur, and to be sent to the programme coordinator along with the completed application form by 6th May 2016. The fee covers study material and lodging.

PROGRAMME COORDINATORS

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Application Form

HR Analytics- Hands on Training

24th May, 2016 – 28th May, 2016

Organised by IIT Kharagpur

1. Name: _____

2. Designation: _____

3. Academic Qualification: _____

4. Experience: _____

5. Topics of interest in HR analytics: _____

5. Name of the Institution /Organization: _____

6. Address for communication: _____

Ph: _____

Fax: _____

Email: _____

7. Bank Draft Details: _____

Amount: _____

Number: _____

Drawn on: _____

Date:

Signature of Applicant

Approval for Candidates/Sponsorship

Date:

**Signature and seal of approving/sponsoring
Authority**

Note: Draft to be drawn on CEP-STC payable at IIT Kharagpur