

HR Analytics

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Dr Shulgna Sarkar – Programme Director

Introduction

The HR department was seen mainly as an overhead that did not directly generate revenue in the past. However, things have changed dramatically since then. HR is now no longer considered to be a cost centre. Infact, its role has evolved into one of a profit centre, where it now makes strategic decisions that drive company's growth and profit. Analytics has played a critical role in this voyage of HR transformation from being just a subsidiary division of a business to being a strong pillar of support behind the success of a business enterprise.

Information technology offers the potential for HR to take advantage of rich databases and powerful analytic tools in not only creation but also effective utilization of HR data, in HR value creation. HR analytics is about measuring the ROI on Human capital investment and measuring its impact on performance, production, and profitability of the organization. HR Analytics also supports in determining how useful HR policies and practices are and to contribute to the understanding of what business strategies can be executed. Informed HR professionals maximize productivity and drive to achieve strategic business goals.

Programme Objectives

This training programme will specifically focus on the applied methods and techniques with an output orientation for improving the human resource functions in all set up. The frameworks, models, and hands-on analytical approaches will equip the participants in setting standards and evaluating contribution of specific HR efforts and also enable in identifying business contributions of the HR function in their respective organizations.

- To identify the critical HR issues associated with Business.
- To discuss the key issues in building effective HR analytics solutions.
- To discuss cases where analytics has been utilized to solve complex HR problems.
- To be able to take strategic decisions using predictive analytics in HR.
- To determine the applicability of Analytics in high quality talent related decisions.
- To provide hands on experience on Trend analysis and predictive analytics tool like regression and correlation on the gathered data.

Programme Contents

- Decision making for selection and succession planning
- Talent Analytics Maturity Model
- Talent Retention - Retention Index
- Employee engagement survey
- Predictive modeling
- Time series
- Overview of HR and Challenges

Who Should Attend

Managers in both public and private sector enterprises, start-ups and entrepreneurial ventures, service and individual consultants who are directly or indirectly involved with managing human resource functions.

- Candidates from recruitment background who wish to move into a generalist profile.
- HR executives, Managers, Heads of companies who wish to advance their HR analytical skills and move into more strategic roles.
- Fresh HR Graduates who wish to learn advanced HR systems, processes and analytics