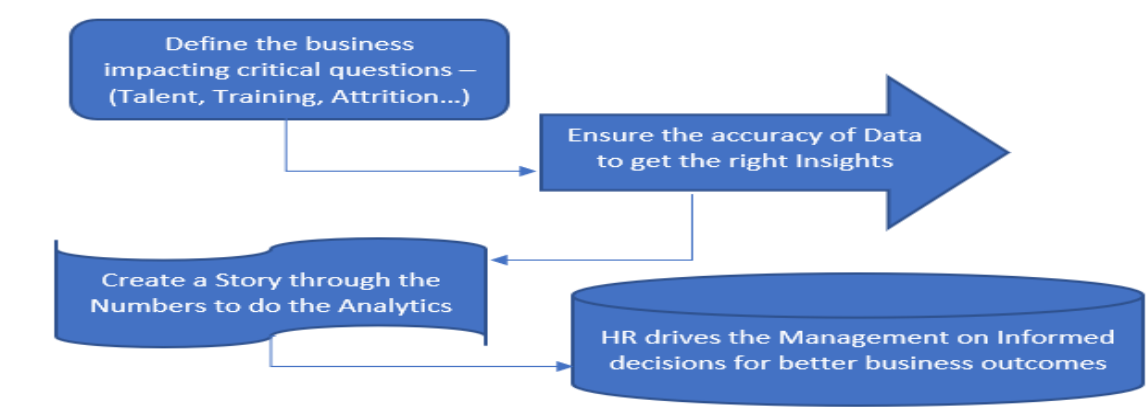


## HR Analytics Module

HR needs to drive the data, build hypothesis, visualise insights and drive decisions to get the right business results



## Course Content

### Module I : Basics of Analytics

- Concept and Evolution of Analytics
- Introduction to Business Intelligence, Business Analytics and Big Data
- Difference between Business Analytics and Big Data Analytics
- Understanding the organizational system
- Locating the HR challenge in the system

### Module II - HR Analytics Methods

- Introduction to HR Analytics
- Connecting HR Analytics to business benefit
- Importance of Data, Typical Data sources and Data related aspects
- HR Information Systems and Data Information Sources
- Types of Data Analytics – Descriptive Analytics, Predictive Analytics, Prescriptive Analytics,

### Module III - Prediction and Analytics

- Introduction to HR Reporting, HR Metrics, HR Score Card
- What can/should be measured; How does Analytics fit into HR Delivery Model
- HR Analytics Model/Framework
- When to use Predictive Analysis (Performance Indicators, Interpreting Key Results and Prediction)

### Module IV - HR Tools and Techniques

- Tools such as MS Excel – Used for Reporting, Presentation and Visualization
- Tips on using Google Sheets and Google Spreadsheets for data presentation
- Generic Knowledge on other Statistical Tools and techniques viz. 'R', SPSS, SAS, Tableau, other tools

### Module V - Importance and Applications of HR Analytics

- Hands on Training while applying HR Analytics in the areas of:
  - Recruitment
  - Talent Management
  - Compensation
  - Employee Engagement
  - Attrition (Employee Turnover)

## Module VI - Future of HR Analytics

- Aligning HR metrics with business strategy, goals and objectives.
- HR Analytics for effective decision making
- Analytics to reshape the future of HR

**Target Audience:** MBA (HR), Business Management, HR Specialization students

**Course Duration:** 15 hours and can be spread accordingly over 1/2 weeks

**Note:** Practical Exercises/Assignment, Case Studies will be part of the syllabus. Internal Assessment and Written Exam will be conducted, if required. All this will help to test the knowledge and insights gained by the students during the course.