



# HR ANALYTICS



## HR & WORKFORCE ANALYTICS

Aug, 1<sup>st</sup>, 2<sup>nd</sup> 2019  
Center for Research  
(KVIM, Coimbatore)

### OVERVIEW

Executive Certificate Program in HR & Workforce Analytics is a solely planned course from KVIMIS to train you on logical methods and uncover information-driven bits of knowledge that will set you up for HR Leadership jobs in the worldwide market. Today, the job of HR capacity has moved much past the conventional limits from a prevalently authoritative capacity to an all the more favorably engaged element, from an exchange arranged cost focus to esteem included business organization approach. The investigation has assumed a basic job in this voyage of HR change from being only an auxiliary division of a business to being a solid mainstay of help behind the achievement of a business endeavor. Educated HR experts augment profitability and drive to accomplish vital business objectives.

This program will explicitly concentrate on the connected strategies and procedures with a yield direction for improving the human asset works in little to huge scale associations. The systems, models, what's more, hands-on explanatory methodologies will outfit the members with building up the ANALYTICS targets and recognizing business commitments of the HR work in their particular associations.

### PROGRAMME OUTCOMES

- Reduce the trouble of sorting 1000's of applications to find the candidates matching job requirements.
- Simplifying payroll & performance management (KPI).
- Reduce the challenges in presenting performance metrics (employee performance, workforce performance, absenteeism rate and training cost).
- Predicting turnover intention of employees.

### WHO SHOULD ATTEND?

- Professors with HR specialization, Research scholars (doing research in HR field), MBA-HR specialized students.

- Managers in Indian business firms, public 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.
- Fresh HR Graduates who wish to learn advanced HR systems, processes and analytics.
- HR executives, Managers, Heads of companies who wish to advance their HR analytical skills and move into more strategic roles.
- HR Business partners.

## COURSE CONTENT

MODULE	TOPIC	DETAILS	ASSIGNMENT
1	HR analytics and the analytics process model	<ul style="list-style-type: none"> <li>• Decision Making</li> <li>• Overview of HR analytics</li> <li>• Decision making process</li> <li>• The analytics process model (APM)</li> <li>• HR analytics in the workplace and the human capital framework</li> <li>• Human resource value proposition</li> <li>• Demonstrating the analytics process model</li> </ul>	Exercise with data analytics
2	Excel quantitative techniques	Introduction, Basic Understanding , Sum, Count, Average, Max, Large Min, Abs, Sumif, Count if, Lower, Upper, Proper, Trim, Left, Right, Concatenate, Subtotal, And, Or, Day, Year, EOMonth, Edate, Today, Weekday, Find, Search. V-lookup, H-lookup, Day and Time Calculation, Numeric Calculation, If Logical Condition, Dynamic Pivot, Dynamic Chart, Conditional Formatting, Dated if, Data Validation, Advance Filter, Sorting, Data split, Text Function (Data Separation), Substitute, Index, Match	Company dataset
3	Boolean techniques for sourcing the right candidates	AND, OR, NOT, Brackets, Quotation marks, Site, Wild card, IN title, In-URL, Filetype	Workshop
4	People capability maturity model (PCMM Model)	<ul style="list-style-type: none"> <li>• Basic model and levels of maturity</li> <li>• Assessing the maturity in HR processes of the organization</li> </ul>	KPMG Case study
5	KPI Dashboard	<ul style="list-style-type: none"> <li>• Scatter representation</li> <li>• Dynamic interpretation</li> </ul>	Workshop
6	HCM -21 framework	<ul style="list-style-type: none"> <li>• Scan</li> <li>• Plan</li> <li>• Produce</li> <li>• Predict</li> </ul>	Logical Examples
7	LAMP framework	<ul style="list-style-type: none"> <li>• Hierarchical analysis of employee data for business decisions</li> </ul>	Framework analysis
8	Effectively presenting HR data	<ul style="list-style-type: none"> <li>• Assessing your audience</li> <li>• Crafting the message</li> <li>• Effectively presenting HR data</li> </ul>	Workshop

## PROGRAM CHARGES

The Program Charges are as follows

Delegate Category	Amount
Corporate	Rs. 1500/-
Academicians	Rs. 750/-
Research Scholars	Rs. 500/-
Students	Rs. 500/-

Maximum Number of Participants: 50

Your participation should be confirmed by us before attending the course. Delegate fee is non-refundable. Registration: "First-come-First Serve" and based on a selection process by Department of Research (DoR) and Department of Executive Education (DoEE).

### IMPORTANT NOTE:

- Certificate of participation for those who attend all sessions.
- Refreshment and working lunch will be provided.
- Spot payment is permitted, require prior registration online along with acceptance from DoR and DoEE.
- Attendance certificate will be issued on request.
- Participants are expected to have basic Computer & Research knowledge to attend.

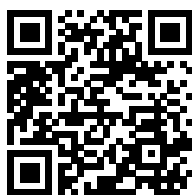
## PROGRAMME DIRECTOR



**Dr.S.Lara Priyadharshini**

Associate professor KVIM

<https://kvimis.co.in/users/drslara-priyadharshini>



Scan the QR code to know more about course content and registration details

Please visit our official link given below for registration  
[www.kvimis.co.in/eed/5/hr-workforceanalytics](http://www.kvimis.co.in/eed/5/hr-workforceanalytics)