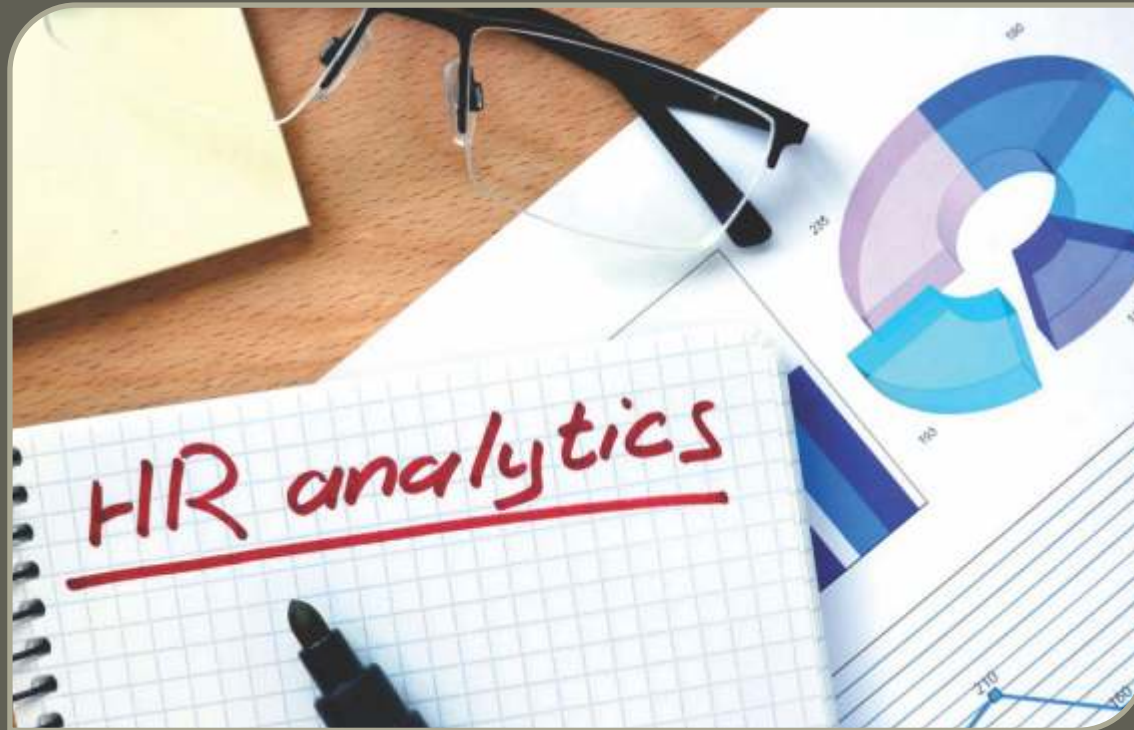


Faculty Development Program on  
**HR Analytics: Concepts and Applications**

May 13-14, 2019  
FORE Campus, New Delhi



Program Directors:  
Prof. Sumeet Kaur & Prof. Prachi Bhatt



FORE SCHOOL OF MANAGEMENT, NEW DELHI

# HR Analytics: Concepts and Applications

## Introduction

Need of planning and interpreting "people metrics" has rapidly grown in order to steer performance of employees, teams, and organisations. HR Analytics aims to provide insight into how to best manage employees and reach business goals. It is a value-added business partnership approach focused on improving HR functions. HR Analytics is playing a critical role in adding value to changing HR functions in organisations. But the challenge then is to understand the HR Analytics in order to uncover meaningful insights and improve decision making about people. Thus, the importance of HR Analytics has been widely realized in corporate world and in academia and/ or research fraternity.

## Objective

This FDP is designed with an aim to familiarize the participants with the conceptual underpinnings and importance of HR Analytics and its practical aspects. Along with it, develop knowledge in various statistical tools & techniques used for HR Analytics, and their applications. This program will equip participants with hands-on experience on the application of analytical tools to analyze business situations with the help of lab-assignments.

## Contents

- Overview of HR Analytics
- Vocabulary of HR Analytics
- Data, Data Source & Metrics
- Data visualization
- Analysing data using descriptive statistics
- Projecting & Predicting data using advance statistical analysis.

## Methodology

Program would be delivered through a combination of:

- Interactive Lectures, Cases & Discussions, Activities
- Using tools for analysis: Excel, SPSS, R

## Who Should Attend

In the above context, the program will be useful for:

- Academicians, Researchers
- HR Managers/ Business Analyst/ Managers in decision making
- Executive handling Business Analytics / Researches
- Management students/ Research Scholars

Non-HR professionals would also benefit from the program, for improved understanding of HR Analytics and its impact on business decisions.

## Program Dates And Timing

Dates : **May 13-14, 2019**

Timing : **9.30 AM – 5.30 PM**

## Venue

FORE School of Management, Adhitam Kendra, B-18 Qutub Institutional area, New Delhi-110016

## Participation Fee

The participation fee on non-residential basis covering professional fee, program kit and lunch is as follows:

Corporates	:	Rs.8,000/- per participant
Faculty Members	:	Rs.5,000/- per participant
Research Scholars/Students	:	Rs.3,000/- per participant

**In addition, GST @18% is payable. Fee is payable in advance by the way of Local cheque/DD in favor of "FORE School of Management" payable at New Delhi.**

**Residential** – FORE School of Management shall provide assistance in arranging suitable accommodation on specific request on payment basis.

## Registration

The registration form duly filled, along with the program fee should reach us at least 7 days before the commencement date of the program. In case of subsequent withdrawal or cancellation of registration no refund of fee will be allowed. However, substitute(s) may be permitted with prior intimation.

## Certificate of Participation

The Institute will issue a certificate of participation on conclusion of the program.

## Program Directors

**Prof. Sumeet Kaur: Associate Professor, FORE** is Ph.D, M Phil, M.Sc (Gold Medalist). She has over 14 years work experience. She has conducted Management Development Programs on topics like applications of qualitative techniques in competence mapping, simulation techniques and assignment problems, operations excellence, supply chain management, advanced excel techniques for managers of public and private sector. She has organized workshops on Decision Sciences and its management applications like business research methods. She has also conducted Faculty Development Program on topics like SPSS and Research Methods, Multivariate Data Analysis, Machine Learning and Analytics using R. She has also been involved in case development with Maruti True Value, Blind People Association, Indraprastha Apollo Hospitals which are published in European Case Clearing House (ECCH). She has research and consulting interests in Reliability and Life testing, Business Forecasting, Managerial Decision Making, Quantitative Techniques in Advanced Marketing Research, etc. She teaches courses on Business Statistics, Business Analytics, Multivariate Data Analysis and Advance Business Statistics in Big Data associated with University of California, Riverside. She can be reached at <skaur@fsm.ac.in>.

**Prof. Prachi Bhatt:** Associate Professor in Organization Behavior & Human Resources Management at FORE School of Management. She is Ph.D. and Masters in Human Resource Management (Gold Medalist). She has over 11 years of research, teaching and training experience. Her Ph.D. research deals with HRD paradigm shift in High Performing Organizations. She is Certified in Negotiation Research and Teaching from one of the world's best Business Schools - Kellogg School of Management, Northwestern University, USA. She is an active participant in conferences & seminars and has papers to her credit and has published in National and International refereed journals of repute. She has also co-authored a book titled "Riding the New Tides: Navigating the Future Through Effective People Management", published by Emerald Publishing (India) in 2017. She also has to her credit book-chapters in the books published by Emerald Publishing (India), Bloomsbury Publishing houses. Negotiation Skill, Competency Mapping, Psychometric Research, Intrinsic Motivation, Cultural studies, are her areas of interests. Her research experience and corporate association cover projects with ZydusCadila Healthcare Ltd., Ahmedabad, Gujarat Co-operative Milk Marketing Federation Ltd, Anand, and Indraprastha Apollo Hospitals, New Delhi. She has designed and conducted MDPs/ FDPs/ Workshops for corporate executives/academicians from both public and private sector organizations. She is also Head, Centre for Psychometric Testing & Research (CPTR) at FORE. She can be reached at: <prachi@fsm.ac.in>.

## ABOUT THE INSTITUTE

FORE School of Management (FORE) has been established by the Foundation for Organisational Research and Education, a non-profit organization, with a mission "To achieve and sustain Leadership in Management Education, Research, Consultancy and Development". FORE conducts following long-duration educational programmes:

- The PGDM & PGDM (IB) courses at FORE are AICTE (All India Council for Technical Education) approved and accredited by National Board of Accreditation (NBA).
- The PGDM courses are equivalent to MBA. Equivalence permission is granted by Association of Indian Universities (AIU).
- FORE is rated as A\*\*\* by CRISIL in Delhi-NCR region and A\*\* on national level.
- FORE has been awarded "SAQS Accreditation" by Association of Management Development Institutions in South Asia (AMDISA).
- FORE has set up a state-of-the-art Studio at its Campus to conduct Online Executive Education Programmes for Working Professionals and has been successfully conducting variety of such online certification courses.



Eminent academicians with many years of experience and experts from industry, recognized nationally and internationally, constitute faculty at FORE. FORE has in-house training facilitators in the field of Communication, OB & HR, Finance, Operations, Marketing, IT, International Business and Strategic Decision Making.

With a sharp focus on Management Education, Executive Education Programmes/MDPs, Consulting and Research, FORE stands amongst the Top Business Schools in the country.

FORE conducts Management Development Program/Faculty Development Programs to equip managers/faculty members with knowledge, skills and attitudes required for effectively responding to global developments and competitive requirements. Our MDPs/FDPs are designed with an appropriate blend of conceptual and experiential learning. Apart from open programs, FORE conducts customized In-Company Programs tailored to suit organization's needs on topics/areas specifically required by an organization. These Management Development Programs (MDPs) are either custom-designed to suit client requirements or are offered by faculty on a specific theme to meet various client needs.

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*For registration/any other information, please contact:*

**Executive Education Office**

**FORE School of Management**

Adhitam Kendra

B-18, Qutub Institutional Area, New Delhi 110016.

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E-mail: [exed@fsm.ac.in](mailto:exed@fsm.ac.in), Website: [www.fsm.ac.in](http://www.fsm.ac.in)



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Faculty Development Programme on  
**HR Analytics: Concepts and Applications**  
May 13-14, 2019, FORE Campus, New Delhi  
**Registration Form**

Name:

Designation:

Institution:

Address:

Phone (O):

Residence:

Mobile:

Email:

Fax:

Your expectations from the programme:

Payment Details: (Please tick appropriate and fill)

- Payment enclosed (Local cheque/DD No: \_\_\_\_\_ Date: \_\_\_\_\_  
Amount: \_\_\_\_\_)
- Payment is under process and will reach you before the programme

Signature of Sponsor

**(Please return the completed form by post, or  
email: [exed@fsm.ac.in](mailto:exed@fsm.ac.in)**

**Executive Education Office**  
**FORE School of Management**  
B-18, Qutub Institutional Area  
New Delhi 110 016

*Note: Please feel free to make copies of this form for additional registrations.*