

# Faculty Development Program on HR analytics: Concepts and Applications

Dates: June 21-23, 2021 (Monday/Tuesday/Wednesday)

Timings: 10AM - 12 PM, 12.30 PM - 2.30 PM (Virtual Mode) on each day

## 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.

## OBJECTIVES

This FDP is designed with an aim to familiarize the participants to learn 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 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.

## Professional Fee of the Program

	Fees for Online Programme
Faculty Members	INR 1770
Students/Research Scholars	INR 1180
Corporate Executives	INR 2360

Gst@18% included in fee amount, as applicable.

## Program Dates and Timing

Dates: June 21-23, 2021 (Monday/Tuesday/Wednesday)

Timings: 10 AM - 12 PM, 12.30 PM - 2.30 PM (Virtual Mode) on each day

Program Duration: 12 Hrs. (across the 3 days)

## PROGRAMME DIRECTOR

### Prof. Prachi Bhatt

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 10 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 Zydus Cadila 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>.

### Prof. Sumeet Kaur

Prof. Sumeet Kaur: Associate Professor, FORE is Ph.D., M Phil, M.Sc (Gold Medalist). She has over 14 years' research and teaching 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>.

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