



**Programme Director**

Prof. Sandeep Bhattacharya.  
Ms Roma Ahuja

**Dates**

July 3rd, 4th & 5th, 2018

# HR Analytics for Effective Business

## Dates

July 3rd, 2018 to July 5th, 2018, three days

### OVERVIEW

The Management Development Program - HR Analytics for Better Business will provide a mix of knowledge, insights, tools and techniques to arrive at the Human Resource Analytics that can help you to measure people behaviors to achieve business results and organization objectives. The program will encourage the appropriate thinking and processes required to generate HR Analytics in the participants' organisations. What this program is not : This is not a program to learn statistics.

### PROGRAMME OBJECTIVE

- Provide a detailed overview of HR Analytics
- Provide a framework to link business goals with people behaviors via measurements (analytics)
- Train the participants to think of the relevant questions the answers to which lie in data
- Derive insights for decision making from the answers which data provides
- Understand various Use-cases of HR Analytics from India & Rest of the world

### PEDAGOGY

- Pre-Class Reading
- Classroom sessions
- Group-work/Exercises
- Data Sheet Analysis
- Case Studies
- Videos/Demo
- Workshop Activity

### CONTENT (Topics to be covered)

Day 1 : The Foundation of HR Analytics

- HR Analytics - an Overview
- HRIS Basics
- Different Types of HR Analytics
- Concepts : The Monetary Value of Data, Data vs Information, Efficiency vs Effectiveness vs Impact, Outside-in vs Inside Out
- ETL and other IT Processes to generate clean data
- Specific HR Analytics for Recruitment, Talent Management, Attrition/Retention, Learning & Development & Employee Engagement

Day 2 : Working with HR Data and become a Business Partner

- Number Crunching of HR Data
- HR Analytics Visualizations and their usefulness
- Boiler to Boardroom – how to think HR Analytics in real life situations
- Implementation roadmap and template

Day 3 : Gurukul

- Various Case Studies of HR Analytics from India as well as rest of the world
  - Industry Speak – what do the practitioners say – real life stories about HR Analytics\*
  - HR Analytics Clinic - participants to share their real world challenges and possible solutions will be discussed/workshopped on the spot.
- \*(Videos/ Case Studies/Sound Bites from real life practitioners)

### Who should attend

- HR Executives/Managers/Practitioners
- HR Students
- Business Executives
- Faculty who teach/wish to teach HR Analytics
- IT professionals

## PROGRAMME DIRECTOR



### Profile of Prof. Sandeep Bhattacharya

Prof. Sandeep Bhattacharya – Head- Corp Relations & Adj Faculty, HR Analytics Faculty at SIBM Pune, Wipro, Bangalore (2016-17) and UniSIM Singapore (2008-14)

[www.linkedin.com/in/sandeepbhattacharya](http://www.linkedin.com/in/sandeepbhattacharya)



### Profile of Ms Roma Ahuja

Ms Roma Ahuja, Founder Resources India, Independent Consultant, Gallup Certified Strengths Coach, SIBM Pune alumnus

[linkedin.com/in/resourcesindia](http://linkedin.com/in/resourcesindia)



#### VENUE:

SIBM, Pune



#### LAST DATE FOR REGISTRATION:

June 25th, 2018



#### PROGRAMME FEE AND PAYMENT

Fee for the Program: Rs 35,000 +18% GST



#### DISCOUNT

Early Bird Discount: June 5th, 2018

## **SIBM, Pune**

Symbiosis Institute of Business Management, Pune is a premier B-School of India recognized for its excellence in academics, high quality management programme and its valuable contributions to industry, society and students. SIBM Pune was established in 1978. SIBM Pune currently offers the following programs:

- A two years full time MBA programme giving the options to specialize in Marketing, Finance, Operations and Human Resources (Admission through SNAP)
- A two year full time MBA programme in Innovation and Entrepreneurship. (Admission through SNAP)
- Executive MBA programme and One year Post Graduate Diploma Programmes for the working professional offered during the weekends
- Executive Post Graduate Diploma programmes for corporates, as per the requirements of the corporate houses.

The essential strong pillars of SIBM Pune are its illustrious alumni, exemplary students, full time faculty and numerous visiting faculty members from the corporate and industry. SIBM Pune is a student driven institute. The students' council consists of nine teams, which you could check out under the Students' Council tab.

The students' council organizes a number of events, management competitions as well as cultural and sports activities like Coffee with SIBM, Arcturus, Imperio, National Alumni Meet, Transcend, The Blueprint, Entrepreneurship Summit, Sports Conclave, PROelio and many more. SIBM Pune ensures that its alumni stays well connected with the college. Several events are organized wherein the alumni interact with the students and share their corporate experiences.

## **Symbiosis International (Deemed University)**

Prof. Dr. S.B. Mujumdar established Symbiosis in 1971 on the principles of Vedic thought of 'World as One Family' and is resplendent of the activities and students of several countries. SI(DU) has established need based institutes across the 7 faculties of Law, Management, Computer Studies, Health & Biomedical Sciences, Media, Communication & Design, Humanities & Social Sciences and Engineering. The University offers 109 programmes at Diploma, Under/post graduate and Doctoral levels. The University has 31 Institutes spread across campuses located in Pune, Nasik, Bengaluru, Noida and Hyderabad.

A vibrant, Multi – ethnic, Multi - cultural environment, smart classrooms all positively impact the delivery of world class education. Student and Faculty diversity, service learning projects, internships and value added activities lead to a more holistic development of students.

With collaborative networks with several universities from different parts of the world, SI(DU) provides a very conducive, interactive and inspiring environment to create true global citizens. The University aims to participate in the task of inculcating knowledge and hone skills which are vital to the students who pass out from the University.

SI(DU) continues to grow.... Evolving by benchmarking itself against the best in the world.

### **Contact Us**

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