

Management Development Program on People Analytics

Date: Jan 22, 2025 to Jan 24, 2025

Mode: Online

Target Participants

HR professionals, Faculty members and researchers




Program Chair
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Register Now



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 Sponsored Research & Industrial Consultancy (SRIC),
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About the Program

The most important pillar on which industry resides is their own employees. Effective research outputs regarding employees, would have elements of qualitative or quantitative perspectives. Quantitative research requires collection, analysis and interpretation of large data into meaningful conclusion and long-term contribution. People analytics programme has been designed to enable HR professionals to conduct quantitative analysis meaningfully. It will familiarize participants with data and interpretation of its output using R stats and SPSS.

Pedagogy : Case discussion, Hanson data analysis and article discussion

Objective

- The objectives of the programme
- To understand the term analytics and complexity of people data
- To familiarise participants with data noise different types of people related data
- To apply descriptive and inferential analytics for
- Making meaning out of the available data for people related decisions.
- Validation of the experience-based proposition/intuitions for managerial decisions
- Development of prescriptive frameworks for attracting, retaining and developing talent in the organisation.

Coverage

- Introduction of the program
- People Analytics and its business importance
- Understanding HR Metrics
- Qualitative data: NLP and its HR usage
- Data driven decisions: understanding Retention practices.
- Predictive Models for People Analytics
- Participants inputs from their organisation
- Performance driven organization: Cluster analysis application
- Story telling: How to communicate data driven message
- Participants inputs from their organization
- Using Data to Engage Talent and recruit. Application of Logistic regression
- Understand the four key factors in measuring performance: regression to the mean, sample size, signal independence, and process versus outcome
- Use case practitioners' perspective
- Group Presentation
- Valediction

Program Fees

- Program Fee: Per Participant: Rs.40,000+18% GST
- For 5 & more participants from the same organizations discount is applicable

