



Executive Development Program in

HR Analytics

From XLRI Jamshedpur | Batch 3

Empower HR by Weaponizing it with Data Analytics

TALENTEGE 
Live & Interactive Digital Learning

HR Analytics- XLRI

Empower HR by Weaponizing it with Data Analytics

Data is helping the world advance in many ways, so why shouldn't it benefit the world of Human Resource Management? This led XLRI Jamshedpur to formulate this futuristic course of People Analytics – Human Resource Analytics.

This program from XLRI has been designed to introduce participants to the concepts of HR Analytics and familiarize them with different dimensions like, descriptive analytics, predictive analytics and prescriptive analytics.

This course is designed for participants who may not be proficient in math / statistics. Illustrations will be done using SPSS and MS Excel (during initial stages) that can handle large data sets, thereby improving participants' skills in using such sophisticated and statistical tools used in corporations.

This course will help professionals use analytics as a tool to develop a deeper understanding of data and people management, and find appropriate solutions to real-life people-centric challenges.

The course intends to help participants
Become proficient in:



■ Descriptive HR Analytics

Developing and modifying various HR metrics including proprietary metrics relevant to the organization

■ Predictive HR Analytics

Making predictions about various people management decisions based on existing data, or newly developed proprietary metrics

■ Prescriptive HR Analytics

Making suggestions for future people management decisions, based on the analytics, and ensuring optimum use of investments in human assets

Online Course with LIVE & interactive lectures via TALENTEDGE's Cloud Campus that provides a “real” classroom experience in a “virtual” environment.

Program Highlights



Certificate of Completion from XLRI

Opportunity to earn a Certificate of Completion from XLRI – the best HR institution in India



Learn to Make Better People Management Decisions

Learn to utilize HR analytics in making better people management decisions in everyday work scenarios



Flexibility to Choose from Various Analytical Packages

Flexibility granted to participants to use analytical packages they are comfortable with, such as SAS, Stata, R, MPlus, and MS Excel with Add-ons etc.



Real-Time Projects Customized to your Organizational Needs

Opportunity to work on a real time project based on the needs identified within your own organization



Statistical Insights Through SPSS

Gain exposure to using SPSS through in-class illustrations

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Program Syllabus

01.



Introduction to People Analytics

This module will help you understand the domain of HR analytics and the process of implementing HR analytics in context of evolving HR technologies.

For example, how will you identify the concerns related to scheduled meetings in your organization (duration, effectiveness, challenges etc.) and make an evidence-based decision through a people analytics process. This module will also help you learn the basics of designing an appropriate HR analytics project for your experience and exposure.

- Evidence-based Approach
- HR Analytics Continuum
- HR Analytics Process: Designing a Project

02.



Descriptive Analytics

This module focuses on the process of capturing relevant data for HR analytics. We will focus on questions such as, the existing and potential sources of relevant data, data cleaning processes, types of metrics, and the process of developing customized proprietary metric for your organization.

For illustrations, you will consider the availability of existing data, pertaining to scheduled meetings in your organization and its reliability, segmentation of the available data and modification of the same, for making business sense in your organizational context.

- Analytical Foundations of HR Measurement
- Bringing HR and Finance together
- Types of HR Metrics
- Developing Proprietary Metrics for your organization/Issues faced

03.



Predictive Analytics

By utilizing basic analytical tools, in this module, you will learn to make predictions about the challenges and outcome of future scheduled meetings in your organization.

This module will help you make predictions such as - meetings that may not commence on time, relative contribution of current talent management practices to the delay in closing the meeting, types of meetings that are difficult to manage etc., based on different types of analysis. Discussions will also include qualitative analytical tools - Natural Language Processing.

- Introduction to Predictive Analytics Tools
- Choosing Predictive Analytic Models for Quantitative Data
- Working with Qualitative Data
- Interpreting Predictive Analytics Results

04.

Prescriptive Analytics



Based on the available predictions, this module will help you make improvements for the chosen HR analytics theme. The focus of the module is not only on optimization but also on customization of the solutions, considering the contextual requirements and limitations associated with.

For example, what are the specific precautions you need to take, to increase the effectiveness of the meetings in a conservative organizations wherein, predictive analytics indicate that middle level executives prefer to silently agree with all suggestions by top executives?

Prescriptive analytics in this context will also focus on modifications required in associated HR initiatives to ensure:

- (a) *Free flow of value adding ideas*
- (b) *High engagement levels irrespective of hierarchical levels*
- (c) *Changes in the culture of the organization, to a high performing professional one*

Furthermore, the module will also briefly discuss ONA - Organizational Network Analysis.

- **Responding to HR Challenges through Prescriptive Analytics**
- **Prescriptive Analytics as a Process to Influence Stakeholders**
- **Contextualized Prescriptions**
- **Optimization through Prescriptive Analytics**

05.

Project



Illustrations of People Analytics from Staffing, Training, Performance Management, Leadership, Organizational Culture, OD interventions, Organizational Structure etc., are covered and discussed across the four modules discussed above.

The program will help you develop analytical capabilities for evidence-based choices such as:

- **Prioritizing various talent management initiatives for your organization**
- **Identifying employees with high attrition risk**
- **Comparing potential candidates in terms of their future predicted performance**
- **Modifying steps in staffing by eliminating ineffective steps & introducing value adding initiatives,**
- **The relevance of forced distribution appraisal systems in your organizations**
- **Compensation optimization by incorporating employee preferences**
- **Culture fit and corrections across various units/departments of your organization**

Who should Attend?



Senior HR Professionals



HR Business Partners, Generalists and Consultants who routinely need to analyze people-related data to improve people and performance management

HR Executives



HR Executives who have an ever increasing need to use HR analytics tools, to drive better HR management practices that address people challenges

Learning and Leadership Development Professionals



Talent Managers, L&LD Professionals and OD Professionals who are tasked with talent acquisition, management, development and retention, and have to rely on analytics to help them increase operational efficiencies

Non-HR Professionals



Non-HR Executives with analytical aptitude, who are interested in and want to embark on a career in the HR domain

Eligibility

For Indian Participants

Graduates (10+2+3) or Diploma Holders (only 10+2+3)
from a recognized university
(UGC/AICTE/DEC/AIU/State Government) in any
discipline

For International Participants

Graduation or equivalent degree from any recognized
University or Institution in their respective country

- *No prior knowledge of mathematics or statistics required*
- *HR professionals with a minimum of 2 years of work experience in the field of HR*
- *Non-HR professionals should have a minimum of 5 years of overall work experience*



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Program Faculty



Prof. Gloryson R B Chalil

FPM (IIM Bangalore), PGDM (PM&HR) and MLL&LW (Symbiosis)

Dr. Gloryson R B Chalil, a Fellow from IIM Bangalore teaches electives such as Strategic HRM, Organizational Change and Development, and other core courses at XLRI. He worked in three different sectors (Agriculture, Manufacturing and IT) as the in charge of HR department, and is also involved in various consulting assignments with government and corporate sectors.

As one of the pioneers in evidence-based decision making in HR function, Dr. Chalil is offering Management Development Program in People Analytics at XLRI since 2014. Thousands of HR professionals learned the basics of HR analytics from him through various certification programs, corporate training programs and conferences, and contributing towards a data based decision making in organizations such as RBI, NTPC, IOC, PowerGrid and various other top private sector firms.

Pedagogy

The primary method of instruction will be through LIVE lectures that will be beamed online via Internet to student desktops/laptops or classrooms. The pedagogy will comprise live lectures, case studies, analytical exercises, experiential evaluation, live project presentations and feedback in small groups, imparted and facilitated by XLRI's faculty. Concepts will be explained using examples drawn from real-life organizational situations.

This program focuses on analytics, rather than statistics, and anyone without statistics / mathematics background are encouraged to apply for the program. While all critical analysis are demonstrated during the program using SPSS, participants are also given YouTube video links to refer to statistical analysis in detail, and gain expertise at their comfort. Participants are free to use any statistical tool (including MS Excel with some add-ons) of their choice, while in-class demonstrations are mostly based on SPSS.

Depending on the comfort level and preference of the entire batch during initial modules, an integrated approach may be followed for modules 3 & 4, wherein analytical processes are typically presented with increasing levels of complexities. Based on the data collected from participants, the time and exposure to various themes mentioned in the syllabus above, may get modified to improve the value for the entire batch.

All enrolled students will also be provided access to the **Cloud Campus** through which students may access other learning aids, reference materials and assessments, case studies, projects and assignments as appropriate. Throughout the duration of the course, students will have the flexibility to reach out to the professors, real-time during the class or offline via the Cloud Campus to raise questions and clear their doubts. Assignments are provided for most of the important topics for experiential learning, and participants are expected to clarify doubts and concerns faced, while completing the assignments during the initial stages of the next session itself, in order to facilitate timely and systematic learning.



Assessment & Certificate



A minimum of 75% attendance to the LIVE lectures is a prerequisite for the successful completion of this program. There are periodic evaluations built-in throughout the duration of the course. These may be in the form of a quiz, experiential assignment, project, case studies or other objective/subjective assessments. The evaluations are designed to ensure continuous student engagement with the course and encourage learning.

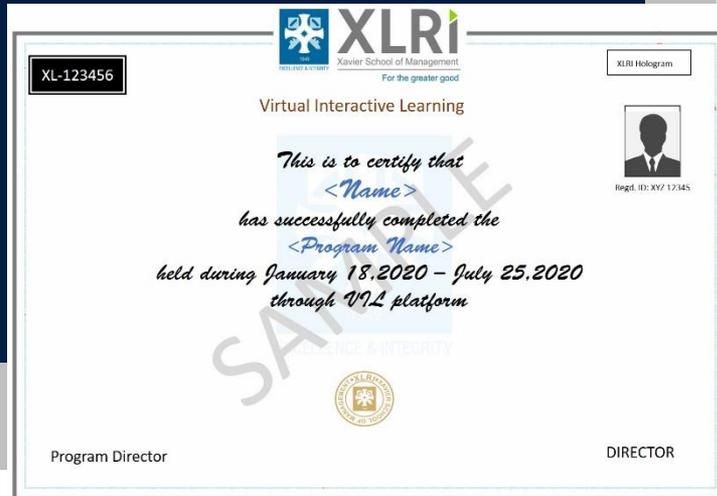
The main objective of the assignment and projects will be to help participants apply their conceptual learning from the program to actual organizational decision-making scenarios.

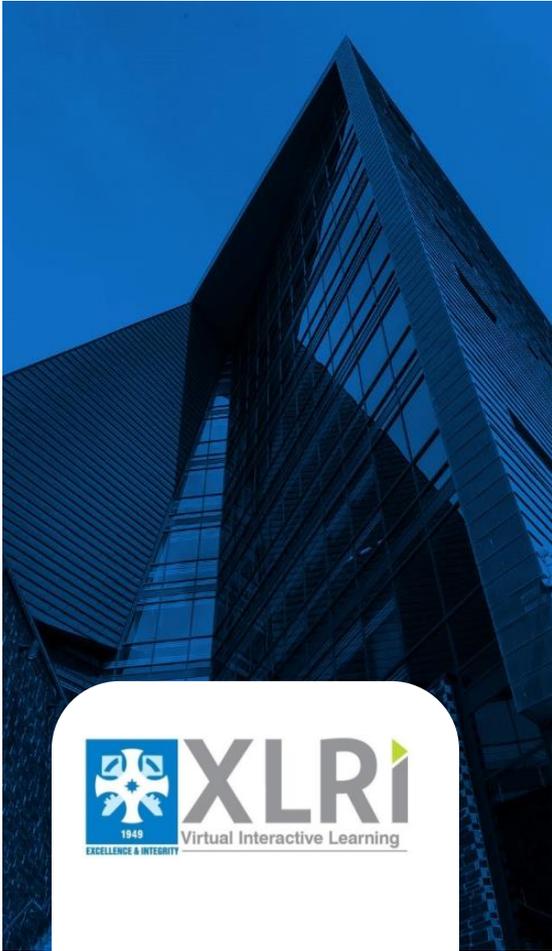
Participants are expected to choose an analytics' theme, relevant to their work context and ensure access to required data for analysis. Participants will need to implement HR analytics process discussed during the program though a 30-minute presentation, and demonstrate the ability to address various stakeholder concerns as a part of the final project. In order to continue both their individual and organizational journey towards HR analytics, interested participants will receive feedback and suggestions for improvement, from the faculty and other participants (for another 20-30 minutes).

Passing qualification for the program will be based on

- (a) Attendance requirement**
- (b) Mandatory number of experiential assignment submissions and**
- (c) Project submission**

Participants who successfully complete the same will be awarded a 'Certificate of Completion' by XLRI. Participants **who are unable** to clear the evaluation criteria but have the requisite attendance will be awarded a 'Certificate of Participation' by XLRI.





About XLRI

XLRI is one of India's leading management school based in Jamshedpur, Jharkhand, India. Established in 1949 as the Xavier Labor Relations Institute, by Fr. Quinn Enright, XLRI is acknowledged as India's oldest business management school.

XLRI with its single vision of Magis, i.e., pursuit of excellence, focuses on three areas: academic excellence, personal values and social concern. XLRI spares no effort to make its curriculum world-class and deliver it in the most effective manner. It constantly scans the developments in business and in society and tries to pro-act to meet the challenges. Its world-class faculty with its commitment and deep sense of service delivers the curriculum very effectively.

Consistently being acknowledged as the Best "HR Course" in Asia-Pacific, it has also been recognized for its research acumen by the London Business School and is ranked among top 5 research schools in India cutting across management and technical institutes. For more details, visit www.xlri.ac.in XLRI features consistently among the top 5 business schools of the country. In 2012 XLRI was ranked No. 4 among top 75 B-schools in India across Private and Government sector by Outlook India. Among other rankings, it was ranked #5 by the 2012 edition of CNBC-TV18's Top B-Schools in India, #4 by the Business Today 50 best business schools of 2012, #3 by Business World B Schools Unplugged.



Program Details

Program Commencement

05 June 2021

Schedule of Classes

**Saturdays 6:30 p.m. to 9:30 p.m.
IST (3 Hrs)**

Duration – 6 Months

Fees

For Indian

**participants
INR 85,000 + GST**

For International participants

USD 1,800

**Installment option available*



FOR MORE DETAILS

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For admissions, students can register at:
www.talentedge.com
<https://vil.xlri.ac.in>

