

## An Online Program on HR Analytics



# MEASURING THE ROI ON PEOPLE INVESTMENT - A WORKSHOP ON HR ANALYTICS

**4 - 7, AUGUST 2020**  
**(9:00 A.M. TO 1.30 P.M)**

***“What gets measured, gets managed”  
– Peter Drucker***

## **INTRODUCTION**

People are the ultimate source of innovation and competitive advantage. In order to leverage maximum employee value and potential, many leading organizations are turning to human capital analytics to gain a deeper understanding of their workforces, and improve the quality and credibility of HR decision-making. By leveraging the power of data, HR professionals can leverage HR metrics and analytics in making People Decisions.

Workforce analytics is a diverse collection of data analytic approaches for uncovering unique insights about people in organizations that enable faster, more accurate, and more confident business decision-making.

Rapid developments in technology for managing and analyzing big data have opened up new analytic possibilities to HR. The potential of these new capabilities to improve HR effectiveness is bringing workforce analytics to the forefront of HR executives' minds. In sum, there is a consensus that workforce analytics presents a world of opportunities to improve business effectiveness that we have only begun to explore.

## **WHY**

- Understand what People Analytics is and how it can help HR increase its strategic value
- To create a data-driven HR culture. In this course, 'participants' will learn what People Analytics is and develop the skills they need to understand and use HR data, reports and metrics in their endeavor to measure their performance
- 'the business' prefers to talk data, and this course will enable the participants to speak the Business Language
- It helps in creating value through data by developing a solid foundation on data-driven HR and leverage data to effectively manage the People side of Business and drive better people decisions
- This program helps HR professionals to remain relevant in the ever-changing HR landscape & the evolving role of HR as a partner to the business

## **LEARNING OBJECTIVES**

- Understand what People Analytics is and how it can help HR increase its strategic value
- Learn to develop and implement a People Analytics Strategy
- Measuring the success of investment made & measuring ROI of Human Capital
- To create linkage between HR initiatives and its impact on the Business
- Identify HR Metrics that drive People & Business performance and Learn to align people analytics with the overall business strategy
- Use People data as in the input for strategic decision-making and drive better business outcomes.
- To measure the Performance & Operational efficiency of various HR Offers at each stage of the Employee Life Cycle
- How to develop a HR Score Card
- How a proactive approach using Predictive Analytics will help organisations stay ahead of competition
- Demonstrating the credibility and value added by HR

## **TAKEAWAYS**

By the end of the course, you'll be in the position to initiate a human capital metrics journey that will help to improve the quality and credibility of your HR decision-making through HR data, metrics and analytics

**A Excel Tool / Template measuring 30+ HR Metrics will be provided to the participants**

### **Program Delivery**

Due to the COVID pandemic situation and restrictions on assembly of people, the Program will be conducted live and Online. Participants are engaged through a variety of learning methods such as interactive and educational exercises, while learning from practical real-life case studies.

## MODULES / SESSIONS

Day	Sessions	Topics
Day 1	Session 1	Data the New Oil: Driving the Future of HR thro Data. What is HR Analytics
	Session 2	Business Intelligence (BI). Using the Power of BI to link HR Analytics to Business outcomes.
Day 2	Session 3	The Strategic HR Metrics That Your CEO Cares About
	Session 4	Total Employee Experience (Employee Life Cycle)
Day 3	Session 5	KPI driven HR Score Card
	Session 6	Developing a HR Score Card in Excel by the Participants
Day 4	Session 7	Predictive Analytics using Rapid Miner Tool
	Session 8	The HR Analytics journey (how to successfully implement)

## FOR WHOM ? WHO SHOULD ATTEND ?

Successful human capital analytics requires collaboration and cooperation between many parts of the organisation, so this course is suitable for:

- HR Professionals: HRBPs/ HR Generalists, training and development, talent management, organisational development, workforce planning analysts, compensation & benefits
- Financial stakeholders wishing to quantify the potential value of their workforces
- Strategic planners seeking to align market and environmental needs with required workforce capability
- IT specialists responsible for implementing the technologies underpinning their organisation's analytics initiatives

## TAKE CHARGE OF YOUR LIFE. INVEST IN YOUR FUTURE.

## WORKSHOP FACILITATORS:

### Ramesh Ranjan – Program Director



He is an Associate Professor at Xavier Institute of Management (XIME), a Business Consultant and an Executive Coach to CEOs & CXOs. Till recently he was the Content Management Partner for NASSCOM – IIMB – Leadership Resource Centre and the Vice President HR @ Schneider Electric.

He has been Head of HR and held leadership positions in India & globally in organisations like Schneider Electric India, American Power Conversion (APC), Chevron Texaco/Caltex India, Praxair India, Co Systems India, Indian Herbs & ITI in a career spanning 3 decades in HR. He was the Vice President of NHRD Bangalore Chapter 2015-2017 and also the Honorary Secretary of the National HRD Network, Bangalore Chapter, member of the India HR Council of the AMCHAM, New Delhi, Member of the Roundtable of HR Directors of Petroleum Companies, and Member of the India HR Council of Conference Board.

### Ramesh Soundararajan



**Ramesh Soundararajan** is the Author of the Book “*Winning on HR Analytics, Leveraging Data for Competitive Advantage*”. He is an HR professional with 25 years of experience as a practitioner and consultant. An electrical engineer from National Institute of Technology (NIT), Kozhikode, Ramesh completed his master's in personnel management and industrial relations from Xavier School of Management (XLRI), Jamshedpur. Crompton Greaves, TVS Whirlpool, Infosys Technologies (more than a decade), and Sasken Communications are the prominent companies he has worked with. Presently he is the founding partner of Culstran LLP, a firm focused on consulting corporates in the areas of culture,

strategy, and analytics. He has worked as a location head of HR, head of a CoE, as well as the head of the function. He has consulted with clients in India as well as in the USA.



### **Rajendra Desai**

Prof. Rajendra Desai bring with him 25 years of experience in Industry and academics with 20 years as Director of a Leather accessories firm looking after Marketing and Strategy for the firm. He completed his B.Tech from IIT Delhi in Chemical Engineering and went on to acquire a Masters in Operations Research from Virginia Tech, Blacksburg, USA. He teaches the practice of Quantitative Techniques and Data Analytics in Business. He has been part of consulting projects at the academic institutes he has been associated with. He is currently Dean, External Programmes at XIME, Bangalore.

### **Dates:**

4-August 2020 to 7<sup>th</sup> Aug 2020 (9:00 a.m. to 1.30 p.m) Four Half Days

### **Fee Structure: -**

Per Delegate- Rs 5000/- + GST (18%)

15% Discount for 3 or more delegates from the same organisations.

Mode of Payment: Cheque / DD / NEFT / Paytm.

### **Bank Details:**

Beneficiary XAVIER INSTITUTE OF MANAGEMENT & ENTREPRENEURSHIP

Bank Name SOUTH INDIAN BANK

Branch KORAMANGALA BRANCH

Account No 041605300000201

IFSC Code SIBL0000416

### **About XIME**

XIME is one of the top B-Schools of India, with excellent campuses in Bangalore, Kochi and Chennai. It has been founded in 1991 by a group of academicians headed by Prof. J. Philip, who is a former Director of IIM-Bangalore and a former Dean of XLRI. XIME's flagship programme is its two-year PGDM. XIME has a strong B-Schools network with some of the leading institutions in France, Germany, Italy, the U.S., Brazil, China, Russia and South Africa.

XIME received ACBSP accreditation (Accreditation Council for Business Schools and Programs of the United States), a milestone in the onward progress of the institution. XIME has found 11th place in the CSR ranking of Private B-Schools, 26th Rank among all B Schools of India by Careers 360 in Nov 2018 and A1 category by Business Standard published in December 2018.

### **FOR FURTHER DETAILS, PLEASE CONTACT**

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For registration email your Name, Organisation name and mobile number to [mdpblr@xime.org](mailto:mdpblr@xime.org)