



Confederation of Indian Industry

CII Naoroji Godrej Centre of Manufacturing Excellence

Workshop on

HR ANALYTICS

28 – 29 November 2019: Mumbai

CONTEXT

This workshop is targeted to Human Resource professionals and line managers, who have access to various data sets in Microsoft Excel, SAP, Peoplesoft, Success factor, HRMS system, employee survey, etc. They are expected to do basis analytics to get business insight and present effectively to management to take evidence based decisions.

This workshop is designed to make the participants aware how to get business insights by analysing the data/information available in various pockets in the organization. Participants are taught how to collate HR related data, convert them to information and then get business insights using leading Business Intelligence (BI) tools, techniques and practices.

The workshop is based on analytics case studies and examples. Each case starts with business problem statement and while trying to analyse it unfolds the concepts, techniques and the best practices related to Business Analytics (BA). The objective is to train the participants how to apply these BA concepts, tools and techniques using case study method and self-service Business Intelligence software.

COVERAGE & CONTENTS

Introduction

- Set expectations, goals and limitations of the workshop
- Objective of the program, program outline and the pedagogy

Session 1 - Introduction to People Analytics

- What is people analytics
- Few learnings from thought leaders
- People analytics adoption – HBR survey results
- People analytics – Case studies – few global companies
- Skills required for people analytics
- Few top HR metrics for CEO

Session 2 - Analytical Thinking

- Setting the business context
- Asking the right question
- People related costs - putting things in prospective
- HR Analytics areas - recruitment, talent management, attrition

Session 3 - Analysing HR Data Using Basic Statistics

- Concepts : EDA
- Hands-on : EDA Using BI Tool

Session 4 - Analysing HR Data Using Visual Analytics

- Concepts : Visual Analytics & Various Charts
- Hands-on : HR Insights Through Visual Analytics

Session 5 - Data Management

- Group Exercise: Understanding & Managing Data
- Concepts : Data Management Fundamentals
- Demo of Data Management Tool
- Hands-on : ETL Basics, Joining

Session 6 - KPIs & Analytics for Different HR Functions

- KPI and Typical Business Questions
- Descriptive & Predictive Analytics
- Demo : Filters, Sorting, Hierarchy, Groups, Set
- Top/Bottom / Table calculations / Calculations / Parameter
- Hands-on: Descriptive & Diagnostic Analytics

Session 7 - HR Dashboards / Story Telling

- Dashboard Fundamentals
- Color Science
- Demo : HR Dashboard & Story Telling
- Group Exercise : Dashboard Designing
- Hands-on Session : Building Dashboard / Story

Session 8 - HR Analytics Planning

- Individual Exercise : Completing Analytics Planning Document

Session 9 - Overview of Predictive Analytics/AI/Big Data

Session 10 - Questions & Answers / Wrap-up / Feedback

After completing this course, each participant will learn:

- how to develop business questions which will define the scope of HR analytics
- how to prepare raw data for analytics
- how to apply basic statistics to explore, understand HR data and to perform descriptive analytics / visual analytics
- how to create interactive analytical dash boards and present analysis through storytelling techniques
- how to use predictive analytics in recruitment and retention of good talents across organisation.

TARGET AUDIENCE / WHO SHOULD ATTEND

- ✓ Chief - Human Resources
- ✓ Head - HR
- ✓ Manager - Training & Development
- ✓ Officer - HR
- ✓ Admin & HR Personnel

PRE-REQUISITES

- Minimum configuration for laptop/desktop 4GB RAM, Windows OS during the Workshop.
- BI Software - Tableau desktop version to be loaded on everyone's laptop/desktop prior to the workshop.

FACULTY - SUSHANT PANDA

Profile of Sushant Panda

B.Tech. from IIT, BHU, Benares and MBA from Asian Institute of Management and has 25 plus years of rich experience in various industries. Completed Applied Statistics course from Stanford Online. Attended Data Scientist hands-on workshop at Stanford University. Sushant is also certified trainer in Visual Analytics using Tableau.

Sushant has worked in various corporates like Larsen & Toubro, Tata Unisys, CMC. The Chase Manhattan Bank in various roles. In L&T he was involved in Project Management of Cement & Chemical Plants, usage of IT automation in Project Management - CAD/CAM, Software Development on Mainframe. Subsequently in his tenure with Tata Unisys as Systems Analyst, was part of Global software development team in 4GL Language.

After finishing his MBA, he worked in Hong Kong for one year as Foreign Exchange investment consultant but soon moved back to India to join CMC. At CMC he was part of the Project Management team of Bombay Stock Exchange Computerization Project - **BOLT**.

Just before The Chase Manhattan Bank set up its branch in India, Sushant joined **The Chase Manhattan Bank** as Head of IT & Banking Operations. He was completely involved in the process of Bank Branch set up from Technology and Banking Operations (Treasury, Trade Finance and Corporate Banking) prospective. He has worked on various Global IT projects during this tenure.

After having worked in various industries as employee, Sushant became an Employer as a Director at Lauren Information Technology Pvt Ltd for a decade. He was instrumental in its business growth many fold and setting up branches across India. During his tenure, Lauren grew from IBM centric business partner to a Technology Solution Provider to Large Indian & Multi National Corporates on IBM, Oracle, Microsoft, HP, CISCO, VMWare, Citrix Technologies. He was instrumental in implementing SAP & Business Analytics Tool (IBM - COGNOS) at Lauren to increase business efficiencies.

In the year 2011, Sushant founded **Syum Labs** with a vision to provide Services and Skills Development in the area of Business Intelligence/Analytics, Predictive Modelling and Machine Learning. Syum provides services around Business Analytics - Consultancy, Onsite/off site Projects and skills development. Syum closely works with couple of Premium Universities in India in R&D in Advanced analytics area.

Sushant has already conducted several workshops:

- Top Management on "Leveraging Business Analytics for better Strategy" at **Indian School of Business (ISB), Hyderabad**
- Middle Management on "Taking better decisions using Business Analytics" with CSI
- Middle & Young Managers on "Fundamentals on Business Analytics" hands-on

For participation, pl contact –

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