

Management Development Programme

HR Metrics and Analytics



Indian Institute of Management
Tiruchirappalli

Date	March 8-9, 2018 (Batch I) & March 22-23, 2018 (Batch II)
Programme Director	Prof. V. Vijaya
Venue	Chennai Centre of IIM Trichy

Introduction

In the knowledge economy where human capital plays a deterministic role for organization's success, effective Human Capital Management has become very pronounced. The new paradigm that calls for HR to play the Strategic Partner role for the business finds the above measurements grossly inadequate. The progression is a sophistication of Metrics and Analytics that has to check on the value of people investment for business. HR Analytics is about researching on people in the workforce. Initially, HR Analytics meant use of the many tools to create dashboards and regression models based on available employee data on records. Now, the thrust is on identifying the problem regarding the workforce by gaining more clarity with data, identifying data for further analysis, detecting patterns and also attempt a level of prediction.

Human Resource Analytics is a field of applied analysis of the workforce in a company. It identifies and uses appropriate data in a HR context and tries to understand links and patterns so that it can assess the present status as well make certain predictions for the future on the workforce.

Profile of Expected Participants

Any mid- management to a top management professional heading a people function, who wants to study, diagnose and recommend solutions to a HR related problem in the company

Course Content

- 6D framework
Dilemma → Definition → Data → Design → Deduction → Decisions
- Metrics to understand Efficiency, Effectiveness and Impact with reference to HR processes
- Application of Elements of HR Analytics in a business context to demonstrate new value
- A few Applications from among
 - Recruitment & company fit Analytics Performance & Talent Analytics L&D
 - Analytics
 - Culture Analytics
 - Change Analytics Diversity Analytics
 - Retention Analytics
- Entity Relationship Analysis
- Operationalization and Evolution of taxonomy
- Design frameworks for conducting Study
- Data classification and statistical analysis

How to Enroll

Enrolment form for nomination or participation can be downloaded from the 'Executive Education' of our website, http://iimtrichy.ac.in/images/MDP_Enrollment.pdf. Kindly fill in this form mentioning full details of the participant(s), sponsoring organization, and the payment particulars. The filled in form along with the Demand Draft need to reach the EEC Office well in advance before the commencement of the programme. In case of online payment, the filled in form may be scanned and e-mailed to us.

The programme fees can be paid in any one of these two ways:

- Demand Draft drawn in favour of **Indian Institute of Management Tiruchirappalli** payable at Trichy.
- Electronic Fund Transfer through NEFT/RTGS for which Account details of our Institute are given below.

Bank A/C No: 32170820601

Name of the Bank: SBI

Name of the Branch: NITT Branch, NIT Campus, Tiruchirappalli

Bank Branch Code : 01617

IFSC No: SBIN0001617

MICR No: 620002009

In case of online payment, kindly intimate the EEC office with the relevant transaction details through email, so that we can connect your remittance to your nomination.

Please note that the confirmation of participation will be provided only on receipt of programme fees by EEC office.

You are encouraged to send in your nominations at least 3 weeks prior to the commencement of the programme. However, we accept nominations up to 2 weeks before the start of an MDP, subject to seat availability.

Please Note:

All enrolments are subject to review and approval by the Programme Director. Joining Instructions will be sent to the selected candidates 10 days before the programme commences. **Kindly finalise your travel plans only after you receive from IIM Trichy confirmation of your nomination.**

Our correspondence address is as follows:

Executive Education & Consulting Office

Indian Institute of Management Tiruchirappalli

NITT Campus, Thanjavore Main Road

Tiruchirappalli- 620015, Tamil Nadu

Phone: 0431- 2505025 | Email: eec@iimtrichy.ac.in