

# 7 FACULTY AND MANAGEMENT DEVELOPMENT DAYS PROGRAMME

## ON HR AND PEOPLE ANALYTICS

**Experts from IIT/IIIT/IIM/Institute of Eminence  
and other leading Institutes**

**Hybrid Mode (Online & Offline)  
(HANDS ON PRACTICE)  
(SPSS, AMOS, Power BI and Tableau)**

**23rd Dec - 29th Dec 2024**

**For:**

**UG/PG Students/ Researchers/ Faculty Members/ HR Executives/ Corporate Employees**

## **ABOUT THE INSTITUTE**

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Gitarattan International Business School was established in the year 2004 under the aegis of Rohini Educational Society. The Society is proudly running various other successful Institutions in Delhi like Gitarattan Institute of Advanced Studies & Training, Gitarattan Jindal Public School & The Sovereign School. These institutions are well known among all stakeholders for quality education, decent infrastructure and location. These institutions are rated and ranked very high by various regulatory bodies.



Gitarattan International Business School (GIBS) is affiliated to Guru Gobind Singh Indraprastha University, Delhi and is approved by All India Council for Technical Education (AICTE), Ministry of HRD, Government of India for Technical programmes and Bar Council of India for Law programmes. The Institute is conducting programme like MBA, MBA Integrated, MBA (International Business), BBA (General), (Both First and Second shift), BA LLB, BBA LLB and LLM.

## **ABOUT THE PROGRAMME**

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This seven days Faculty and Management Development Programme on 'HR and People Analytics' is designed to train and develop faculty/ research scholars/UG/PG students/HR Executives/ Corporate employees in the various application of analytics in human resource functions, so that they can act as resource persons/expert in guiding and facilitating HR and People Analytics knowledge. The FDP is likely to provide essential tools and techniques through hands on experience. With such aptitude, the knowledge of tools of HR Analytics would enhance the practicing skills of the participants, who in turn, can apply them for linking upcoming various challenges and self-generated new knowledge in respective field of HR Analytics. These topics will be covered by the experts from IIT/IIT/IIM/Institute of Eminence and other leading institutes in Hybrid Mode (Online and Offline).



## **WHO SHOULD ATTEND?**

Any UG/ PG students/ Researchers/ Faculty Members/ Industry persons can attend the program.



## **PROGRAMME OUTCOMES**

At the end of this programme, participants will have a good understanding of the HR and People Analytics and subsequent implications with SPSS, AMOS, Power BI and Tableau. All participants will get certificate after successful completion of programme.

## **PROGRAMME CONTENT**

### **Day 1: Introduction to HR Analytics**

- Examine the significant role of analytics in Human Resource Management.
- Keys operative & functional areas of HR, People Analytics- Concept, Customized Framework for People Analytics- Define Problem, Collect Data, Model Building, Implement and Evaluate, Crucial determinants of People Analytics
- Hands on Exercise –People & HR Analytics (Descriptive and Predictive Analytics)

### **Day 2: HR Analytics in Organizational Performance**

- KPIs, KRAs, KPAs (SPSS, AMOS) - Performance antecedents, Balance score card – Modern Techniques & HR Analytics, Follow-up Action
- Hands on Exercise –People & HR Analytics (Descriptive and Predictive Analytics)

### **Day 3- People Planning, People Sourcing Analytics**

- People Planning – Supply-Demand Analysis - Job Analysis – HR Analytics in Job Evaluation - Job Redesign – Talent Sourcing Analytics- Determinants of People Selection – Analyzing Performance – Customized Antecedents Influence People Performance, HR Analytic Role in Performance Evaluation, Analytics in People Training and Development Designing, TNA, and evaluation
- Hands on Exercise –People & HR Analytics (Descriptive and Predictive Analytics)



## **Day 4- Culture Fit**

- Understanding Organizational Culture; Antecedents of Cultures – Behavioural Changes Theory-Practice Analytics- Collaborative Work culture Individual Factors
- Hands on Exercise –People & HR Analytics (Descriptive and Predictive Analytics)

## **Day 5-People Behavior, Emotions, Feeling, Moods, Performance, Rewards, Retention Analytics (14 Hours)**

- HR Analytics in defining Jobs crafting, Roles and Competencies - Eye for detail why employees leave and investigate diverse strategies for talent retention, Understand Employee Behaviour- Applying Analytics to Emotions, Feeling, Moods, Emotions Role- Psychological detachment, job crafting - Interpersonal relationships-factors contributing social adjustment at workplace
- Hands on Exercise –People & HR Analytics (Descriptive and Predictive Analytics)

## **Day 6- Recruitment & Selection**

- HR Analytics role in understanding personality, application of Rorschach inkblot, Thematic Apperception Test, assessing various determinants of leadership and application of analytics in manpower evaluation.
- Hands on Exercise –People & HR Analytics (Descriptive Predictive Analytics)

## **Day 7- Employee Engagement**

- Importance of Employee Engagement - Major Drivers of Employee Engagement - Employee Engagement Surveys - Variations in Employee Engagement across Days and analytics role- Employee Engagement Levels in Teams- key Drivers that affect it through analytics.



## **\*Registration Fee per participant**

- (a) For External Faculty and Research Scholars @ Rs. 599
- (b) For External UG & PG Students @Rs. 499/-
- (c) For GIBS Faculty members and Research Scholars @Rs. 599/-
- (d) For GIBS UG & PG Students @Rs. 499/-

## **Important Dates**

Last Date of Registration: 20th Dec 2024  
Programme Date: (23rd Dec- 29th Dec 2024)



## **Note**

- \*Registration fee is non-refundable.
- \*Registration on first come first serve basis.

## **Organized by**

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## **Organizing Committee**

Chief Patron  
**Shri. R.N.Jindal**  
Chairman, GIBS

Patron  
**Anirudh Jindal**  
Vice-Chairman, GIBS

Advisor  
**Prof. (Dr.) Vikas Nath**  
Director, GIBS

### **Convenor**

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### **Co-Convenor**

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