



Confederation of
Indian Industry



CII - Suresh Neotia Centre
of Excellence for Leadership

4th CII Certified Online Programme on People Analytics

Futuristic HR Management with Data-driven Analysis

Starts September 2022

Programme Objectives



To help participants learn key concepts and tools to take strategic decisions using Predictive Analytics in HR.



To help participants understand the application of People Analytics in the various sub-functions of HR.



To improve organizational performance through high quality talent related decisions.



To help participants approach and solve HR problems with an analytical mindset.

Who Should Attend



HR professionals involved in management-level decisions and wish to enhance people management by drawing insights from HR data.



Techno-managerial roles from the analytics unit who drive analytics within the organization.



Working professionals who are keen to learn People Analytics through a systematic development programme.

Programme Design

- Twice a week session – during 8 to 10 PM – each for 2 hours
- The sessions will be delivered over 100% LIVE and 2 Way INTERACTIVE Communication Platform, accessible from ANYWHERE on REALTIME basis OUTSIDE working hours.
- Additional reading and Case analysis in groups – outside faculty conducted sessions.
- Significant emphasis on problem solving with real life company specific data and also case analysis outside faculty conducted sessions – individually and in groups.
- Multi-element assessment.

Pedagogy



Live Lectures



Case Studies



Analytical Exercises



Experiential Evaluation



Live Project Presentation



Feedback in Small Groups

Programme Highlights



24*7 Online LMS



Extensive Curriculum -
Unparalleled detailing and
depth



Convenience of attending
classes after working hours



Peer based learning and
networking



Interact live with expert Faculty
and Industry Practitioners



Real life Case-based pedagogy



Capstone Action Learning
Project



Executive Certification from
CII for successful participants

Programme Duration



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The program will have a total engagement of 120 hours comprising:

- 40 hours of faculty conducted Live Sessions.

- 80 hours of Self-paced but directed & monitored learning. These 80 hours will comprise:
 - ✓ suggested reading materials
 - ✓ group and individual assignments
 - ✓ presentations
 - ✓ virtual team discussions

The learning journey is spread over 5 months [including completion of program and evaluation]

Programme Curriculum





Module I – Foundational Knowledge



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- I. **Business, Business Strategy and Why Analytics Have Become Important [1 session – 2 hours]**
 - Understand business, current strategy and needs of business in relation to people related decisions
 - Importance of facts and informed judgment based decision
 - Core purposes of HR Analytics – [a] identify historical trends and pattern and [b] develop scenarios and predict future outcomes
 - Decision areas where HR Analytics can improve quality of decisions and hence HR Value propositions
 - Work Force – 2020: Building a Strategic Workforce for the future and why HR Analytics is a key tool to make that vision happen

Programme Curriculum (Contd.)

II. Foundation knowledge required to understand HR Analytics – required for building Statistical Skill set in HR [5 sessions – 10 hours]

- Basic statistics
- ANOVA
- Discriminant Analysis
- Factor Analysis
- Cluster Analysis

Programme Curriculum (Contd.)



Module II – In-depth Knowledge [14 sessions – 28 hours]

I. Data Issues:

- Efficiency measures, Effectiveness measures and business outcome measures
- Build a comprehensive Employee database to track skills and performance

II. HR Analytics – Key Techniques and Applications - Predictive Analytics

Programme Curriculum (Contd.)

III. Workforce Analytics

- HR Analytics for workforce profile
- HR Analytics for HR Performance [how to measure HR KPIs]
- HR Analytics for Compensation
- HR Analytics for Recruiting [including new-hire quality]
- HR Analytics for On-boarding
- HR Analytics for tracking and analysing Absence
- HR Analytics for decisions relating to reduction in headcount, redeployment and retraining
- HR Analytics for Workforce planning - Institutional action

IV. HR Analytics – Learning and Development

- HR Analytics for developing training strategies
- HR Analytics for Learning Enrolment and Completion
- HR Analytics for understanding collaboration and knowledge sharing
- HR Analytics for leadership development

V. HR Analytics for Critical Talent Management [including retaining valued talent]

- HR Analytics for Talent supply chain - Real-time optimization
- Targeted Analytics to Improve Talent Decisions
- HR Analytics for Critical talent management - Key Targets / Segments
- HR Analytics for developing career paths and succession plan

VI. Infrastructure for HR Analytics

- Definition of a common [vs. stand alone HR platform] workforce platform and making it easy to use
- Evaluating HR Analytics Software

VII. Driving organizational change: Connecting HR Metrics and HR Analytics with actions

- Employee motivation
- Empowerment and Accountability
- Performance Management - the four-stage process VIZ. agreeing objectives, feedback, coaching, and appraisal

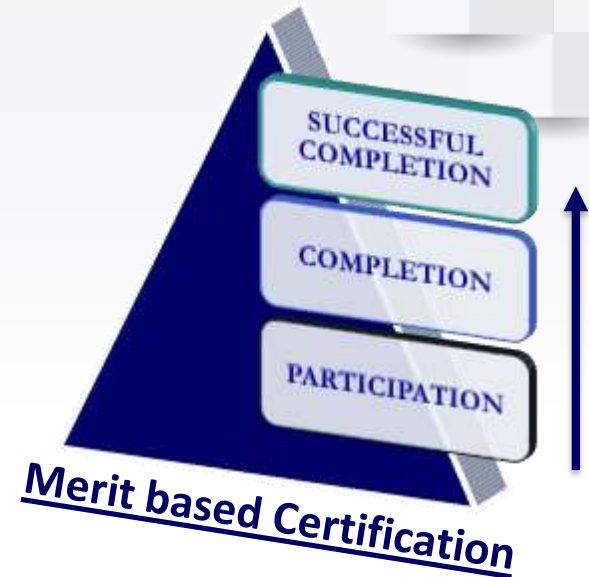
VIII. Getting Started – First 180 days

- Confer with business leaders and start small
- “Selling” the case for “facts and informed judgement” based decision making [that draws upon HR Analytics]
- Importance of change management – understand enablers and impediments to change and appropriate change management styles

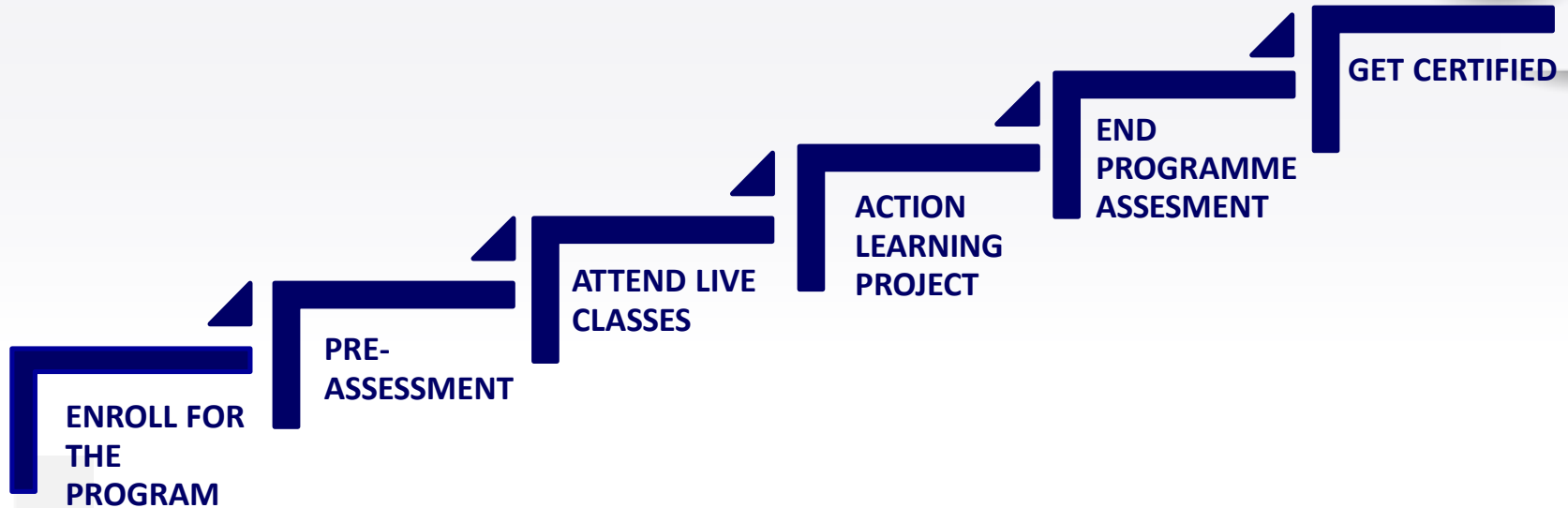
Assessment & Certification Criterion

Some of the parameters for evaluation are:

- Active participation during LIVE class
- Live class Attendance - Minimum 65% is mandatory
- Quiz and Examination
- Relative grading of participants in terms of skills acquired
- Capstone Action Learning Project – Individual/ Group projects



Learning Journey in Summary



Participation Fee



CII MEMBERS (PER PARTICIPANT):

INR. 55,000/-

NON-MEMBERS (PER PARTICIPANT):

INR. 60,000/-

*10% Group discount on 5 or more participants

* GST as applicable

Get in touch

To register interest, please get in touch with:

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