

**TEQIP III Approved Short Term Course on**  
**People Analytics for Organizational Excellence- hands on training**

**(Under QIP Sponsored)**

**3<sup>rd</sup> to 7<sup>th</sup> DEC 2018**

***A Continuing Education Programme***

**Organized by**  
**VinodGuptaSchool of Management**  
**Indian Institute of Technology, Kharagpur**  
**West Bengal - 721302.**

***Venue: VGSOM, IIT Kharagpur***



***Course Coordinators***

***Principal Coordinator: Dr. SusmitaMukhopadhyay, VGSOM***

***Coordinator: Dr. KunalKanti Ghosh, VGSOM***

# **People Analytics for Organizational Excellence- hands on training**

**Venue:**

**VGSOM, IIT Kharagpur**

## **I Overview**

*People Analytics* is designed to help participants use data to improve people-related decisions in organizations. This course will equip participants with an analytic approach to diagnosing the varied forces that influence individual, team, and organizational performance, leading to more effective interventions and actions. The participants will gain a first-hand knowledge of using analytical tools from various fields of management for people related decisions in organizations.

## **II Course Objectives**

This course has three central themes:

- (1) To expound HR and OB measurement and data analytics concepts, and
- (2) Framework for applying this concept in an end-to-end business process for the entire life-cycle of employees
- (3) Hands on training

## **III Course Contents**

The course will consist of the modules:

- Organizational Performance Analytics
- Workforce Planning Analytics
- Sourcing Analytics
- Acquisition/Hiring Analytics
- Profile Analytics
- Emotional Analytics
- Attitude Analytics
- Web Analytics
- Social media Analytics
- Team Analytics
- On-boarding, Culture Fit, and Engagement Analytics
- Performance Assessment and Development and Analytics
- Employee Lifetime Value Analytics
- Employee Churn and Retention Analytics
- Employee Wellness, Health, and Safety Analytics

#### **IV Faculty:**

Experienced faculty from various departments of IIT Kharagpur, along with guest faculty from reputed institutes/universities will deliver lectures, and, coordinate exercises and case studies in the interactive sessions.

#### **V Pedagogy:**

Lectures through audio-visual presentation, Structured exercises, Group discussion and Case studies. They would also be provided with a kit and course material.

#### **VI Who can participate?**

Academicians, Researchers, Data Analysts, Administrators, Executives, R & D Professionals, Research Scholars of TEQIP III/ Non TEQIP III colleges

Maximum No. of TEQIP III approved college teachers = 30

Sponsored Participants = 20, Total seat = 50

**Participants are required to bring their laptops with MS Office loaded in it.**

#### **VII Course Fee:**

No course fee shall be charged from faculty of TEQIP III approved colleges, institutes and universities.

However a security deposit of Rs 1180 each in the form of a Demand Draft should be attached with the Registration Form of the course. This amount will be refunded in cases where (i) the candidate is not selected for the Course; (ii) if the selected candidate joins the Course. The amount will be forfeited if the selected candidate does not join the Course. The bank Draft should be payable to CEP-STC, IIT Kharagpur at Kharagpur.

#### **Course Fee For Sponsored Participants**

- a) Research Scholars- Rs 1180
- b) Faculty members other than TEQIP III approved colleges- Rs 23600
- c) Others- Rs 35400

#### **VIII Accommodation:**

Lodging and boarding will be provided to the participants at one of the Guest houses on twin-sharing basis. Accommodation can be AC or Non AC as per availability of rooms.

**Lodging and Boarding is free for faculty of TEQIP III approved colleges. Sponsored candidates will have to bear the expenses of lodging and boarding**

## **IX How to Apply?**

Use the link: <https://erp.iitkgp.ac.in/CEP/courses.htm>

Steps to be followed: 1. Sign-Up

2. Verify your email-id (link will be sent to your e-mail)

3. Login

4. Edit Profile(Fill up all the mandatory fields, upload photo and signature)

5. Click on 'APPLY NOW' button.

6. Upload your .pdf format id-card (if necessary).

\*\*\*An e-mail will be communicated from Principal Coordinator/Convenor/Organiser, IIT Kharagpur to the shortlisted applicants stating the payment procedure.

\*\*\* This is a one time sign up process for applying through IIT Kharagpur online course registration portal. You can apply for any other programme using the same Login-id and Password.

For any help please call @ the following help-line numbers:(0)-3222-269626 or Email us: [cep\\_erp@iitkgp.ac.in](mailto:cep_erp@iitkgp.ac.in).

### **How to make Payments?**

Application and Payment procedure for CEP Events (if applicable)

Candidates shall apply for chosen events by clicking APPLY NOW against the available programs at <https://erp.iitkgp.ac.in/CEP/secure/courses.htm> .

Once short listed for the event/course the candidate receives an email for making fee payment(if applicable) from ERP System, IIT Kharagpur.

He/She is redirected to IIT Kharagpur Payment Gateway page by clicking on the Fee Payment option after login at <https://erp.iitkgp.ac.in/CEP/secure/courses.htm> .

## A. Fee Payment

- 1) Click on the button “Pay Fees”. You will be redirected to IIT Kharagpur Payment Gateway page.
- 2) Check the details shown and click on Proceed. You will be redirected to State Bank of India MOPS facility (SBIMOPS).
- 3) Choose the mode of payment and proceed as per instructions.
- 4) After successful payment through SBI MOPS click on “Click here to return to IIT Kharagpur e-Transaction”. This ensures redirection to the page from where payment has been initiated, and subsequently updating payment status. In some cases successful payment status may not be updated immediately due to some technical reasons. The status would be updated within two hours (from the time of realization of payment in IITKGP account) in such cases. The status of branch payment will be updated within two hours of payment. If transaction fails due to some technical reason and amount is debited from your account, please do not pay again. Kindly wait for the last transaction to be settled. It can be refunded to you or credited to IITKGP account.

## **X      Important Dates:**

Last date for receiving application: 2<sup>nd</sup> Nov, 2018.

Intimation to Participants: 5<sup>th</sup> Nov 2018

Course Dates: 3<sup>rd</sup> to 7<sup>th</sup> DEC 2018

## **XI      Contact Information:**

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