

SHORT TERM COURSE ON
“HR ANALYTICS: CONCEPTS AND APPLICATIONS”

Date: 3-7 June 2019

Venue: IIT KHARAGPUR, BHUBANESWAR CAMPUS

Coordinator: Dr. Rabindra Kumar Pradhan
Associate Professor
Department of Humanities & Social Sciences
Indian Institute of Technology Kharagpur-721302, India

OBJECTIVE

Organizations require efficient *human resources (HR) data analytics* to make strategic business decisions. In this course, you will gain insight into uses of *analytics* in *HR*, why it is important, and how you can use *HR analytics* to add value to your organization. This one week course is designed to educate participants to learn both theory and practice of HR Analytics with first-hand experience application of analytics in analyzing business cases and through live demo in the class rooms.

COURSE CONTENT

Introduction & Why HR Analytics **Need for Headcount & Attrition Analysis**

What is analytics?

- What does it constitute?
- How is it used in HR?
- Analytics in recruitment, 360 Degree Feedback System
- Analytics in performance management- Bell Curve Vs Power Curve Analysis
- collaboration culture and Benefit Administration

Moving Descriptive (HRIS) to Predictive Analytics in HR

Vocabulary of Analytics

- Correlation
- Causality
- Inference
- A quick example from day to day lives of HR managers

Analytics in Benefit Administration

- Making of Dashboards

- Tracking and monitoring performance
- Identifying road blocks

Architecture of Analytics

- Data collection ; Incidental Vs Deliberate
- A case example from Learning & Development
- Identifying significance

The future of people analytics in HR Operations

- Possible trends in future of work
- How data will be more and more important
- How managerial job worth will be determined by inference capability and not only execution capability
- Reporting Employee Engagement

Faculty

Faculties from IITs, IIMs and Industry will deliver lectures.

Pedagogy

Lectures will be delivered through audio-visual presentation, group activity, role-plays, structure exercise, and case analysis. Participants are advised to bring their laptop for classroom usage.

No of Participants: 30

Seats are available purely on first - cum-first basis

COURSE FEES

Course Fees for Industry participants= Rs. 15,000/-

Private Practitioners/Professionals = Rs.15, 000/-

Faculty = Rs. 10000/-

Research Scholar/Graduate Students = Rs. 8000/-

Foreign participants: 25,000/-

South Asian Courtiers/Other low income countries: 10000

Course fees include study materials, tool kit, and certificate, working lunch, tea and snacks

GST 18% Extra For All Categories Mentioned Above.

GST No. 19AAAJI0323G1ZM

Course fees should be paid in form of *Demand Draft in favour of CEP-STC, IIT Kharagpur, payable at Kharagpur.*

Payments can be made also through electronic fund transfer (Only NEFT). For this, the bank details are as follows: Account Name: CEP-STC, IIT Kharagpur Account Number: 95562200002955 Bank Name: SYNDICATE BANK Bank Branch Name: SRIC, IIT

KHARAGPUR (Branch Code: 9556) Indian Financial System Code (IFSC): SYNB0009556 Swift Code: SYN BIN BB 120 Bank Address: IIT KHARAGPUR, KHARAGPUR- 721 302, MIDINIPUR DIST. (W. B.), INDIA (Telephone No: 03222 255221).

Note: In case of electronic money transfer, please submit a copy of money transfer record with details of bank, amount, transaction number and date. The bank proof must be attached with registration form.

Note: Discount may be considered for group of 05 participants from same organisation

TA & DA: *No TA/DA for any participants*

Accommodation: *Course is purely non-residential. Participants should arrange their own accommodation*

Venue of the Programme: IIT Kharagpur Extension Centre, Mouza Samantapuri
Near Swosti Plaza Hotel, Bhubaneswar 751013, ODISHA

How to Apply

For Teachers and Students: Interested candidates may please visit the webpage of IIT Kharagpur at <http://iitkgp.ac.in/>. At the bottom right, you will find “**All Events**”. Click on “**Apply for CEP Events**” where you will find the link to apply for various courses. It will also provide a link for payment.

For Industry and Other organisations.: For profile creation, follow the above procedure. For payment of registration fees, either pay online as above, or, pay by sending a demand draft drawn in favor of ‘CEP-STC, IIT Kharagpur’, payable at Kharagpur. The draft may be sent to: Prof. R K Pradhan, Dept. of HSS, IIT Kharagpur 721302, WB.

Mailing Address

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Important Dates

Last date for receiving application	31 May 2019
Intimation to participants	31 May 2019
Course Dates	3-7 June 2019

Application Form

STC on “HR ANALYTICS: CONCEPTS AND APPLICATIONS”

(3-7 June 2019)

Organized by Dept. of HSS, IIT Kharagpur

1. Name:
2. Age:
3. Sex:
4. Work Experience:
5. Designation:
6. Name of the Institution /Organization:
7. Address for communication:
8. Highest academic qualification:
9. Phone No:
10. Fax No.:
11. Email:
12. For Self / Industry Sponsored Candidate:

DD No.:

Date:

Amount:

Date:

Signature of Applicant

Approval for Candidates/Sponsorship

We approve the above applicant as a candidate / sponsor for the STC on **HR ANALYTICS: CONCEPTS AND APPLICATIONS** being organized by IIT Kharagpur during 3-7 June 2019.

Date:

**Signature and Seal of
Approving/Sponsoring Authority**

About the Coordinator

Dr. Rabindra Kumar Pradhan is an Associate Professor in the Department of Humanities and Social Sciences, IIT Kharagpur. He holds a Doctoral degree in Industrial and Organizational Psychology from the Centre of Advanced Studies (CAS), Utkal University, Bhubaneswar, Orissa, India in the field of Management of Change. Dr. Pradhan started his professional career in the year 1997 with “**DRDO Senior Research Fellowship**” for doctoral research (1997-2001). He worked as a Scientist in DIPR, DRDO Delhi from 2002 to 2007. He joined IIT Kharagpur as an Assistant Professor in the year 2007. He has seventeen years of work experience in the field of teaching, training and research. He received the prestigious “**Technology Group Award**” of DRDO in the Year – 2003 in DIPR, Delhi, the “**ARTS Fellowship-2012**” jointly awarded by International Union of Psychological Sciences, International Association of Cross-Cultural Psychology, and International Association of Applied Psychology at Stellenbosch University, South Africa. He was conferred as the “**Best Trainer Award -2012**” for Excellence in Training & HRD by Indian Society for Training and Development, Hyderabad Chapter. He is a **Trained Assessor and Certified Psychologist** by Govt. of India, Min of Defence for Personnel Selection. Dr. Pradhan has conducted large no. of training programmes for industry managers, defence personnel, paramilitary forces, DRDO Scientist and Staff, NGO officials and academic faculties. He is a member of many professional organizations such as ISTD, NHRD Network, IAAP, IACCP, IAHP, and NAOP. Recently he received the “**Best Teacher Award- 2013**” by ISTD Kolkata Chapter for his outstanding contribution in the field of HR Training and Development. Dr. Pradhan has published more than 100 research publications in journals , books and edited volumes. He has also published the following books 04 books those are highly appreciated by academician and professional across the globe. These are: i) Emotional Intelligence: Perspective in Organisations *by* Dr. Rabindra Kumar Pradhan & Dr. Purnima Mathur (Academic excellence Pvt Ltd., New Delhi, 2008), ii) Value Creation through Human Development: The Emerging Dimension *by* Dr. Uday Kumar Haldar, Dr. Rabindra Kumar Pradhan, Mr. Arun Ray Choudhury & Ms. Juthika Sarkar (Indian Society for Training and Development, New Delhi, 2012), iii) Emotional Intelligence: Optimizing Human Performance at Work *by* Dr. Rabindra Kumar Pradhan & Dr. Nutankumar S. Thingujam (LAP LAMBART Academic Publishing, Germany, 2012), and iv) Human Resource

Management: Emerging Issues and Challenges by Dr. Rabindra Kumar Pradhan & Mr. C K Podder
(New Century Publications, New Delhi, 2013).