

Management Development Programme

on

“Analytics in HR”

December 7- 8, 2018



Program Directors:

Prof. Harish Rao & Prof. Arnab Deb



**International Management Institute
New Delhi**

INTRODUCTION

“Analytics” is the latest buzzword. Every organization, every division, every function is being urged to rely on analytics for a brighter future. Since the most challenging aspect of any business is managing its people, Human Resources (HR) is brought under the spotlight. Even with respect to analytics.

Each and every aspect of HR is now being subject to a data scrutiny; from recruitment until employee exit. A vastly subjective area, until now, is being broken down into data fragments to search for the right code to succeed in attracting the best talent, retaining, upskilling and ensuring their growth through the organization.

In simple terms, HR analytics is the systematic identification and quantification of the people drivers of business outcomes¹.

In this module, we start from the basics of data handling and move towards attempting to answer the larger questions in the HR domain like fine tuning hiring parameters, targeting right people for the right training, developing appropriate compensation plans, reducing attrition, evolving proper performance assessment techniques and so on.

OBJECTIVES

The two-day module on “Analytics in HR” is designed to provide hands-on training on various analytical tools that can be deployed in the HR domain

CONTENTS

- Basics of data handling
 - Descriptive Analytics
 - Frequency distributions, histograms,
 - Measures of central tendency, dispersion
 - Inferential Analytics
 - Understanding, analyzing and using correlation
 - Sampling techniques, statistical inference, confidence intervals, hypothesis testing
- Basics of advanced data analysis techniques
 - Regression
 - Factor Analysis
 - Cluster Analysis
- Understanding HR metrics
- Workforce Scenario Planning
 - Using analytics to plan for the workforce under uncertain future scenarios
 - Applying simulation as a tool to develop future hiring and talent management plans
- Workforce allocation
 - Optimization analytics basics
 - Using simple integer optimization
 - Applying optimization to develop optimal or near-optimal workforce allocation schedules
- Enhancing hiring effectiveness
 - Employing qualitative techniques and factor analysis to arrive at critical factors essential for hiring purposes
 - Using a simple case study to demonstrate the above.

- Easing large scale (campus) hiring through metrics
 - Working with large data sets to shortlist (select/deselect) candidates
 - Employing logistic regression to arrive at a simple first cut solution
- Financial implications of HR decisions
 - Quantifying the workforce
 - Understanding ROI, payback period
 - Calculating cost of absenteeism; direct and indirect
 - Case example: developing a comprehensive cost analysis tool for a small firm.
- Employee engagement and satisfaction
 - Assessing internal work environment via surveys.
 - Working with survey data (through a case study) to identify the critical parameters for effective employee engagement

METHODOLOGY

The methodology would include discussion, demonstration and hands-on experience employing Excel as the software. Participants are requested to bring laptops along with them.

WHO SHOULD ATTEND

Industry Practitioners at middle or higher-mid level positions responsible for decision making in their firms regarding optimizing human resources.

FACULTY AND RESOURCE PERSONS

IMI faculty members and eminent resource persons will share expertise and experience in various sessions.

PROGRAM DIRECTORS

Prof. Harish Rao (Assistant Professor, Operations and Quantitative Methods)

Prof. Arnab Deb (Associate Professor, Economics)

FACULTY PROFILES

Prof. Harish Rao is a Fellow (PhD) from IIM Ahmedabad and is an engineering graduate from Mumbai University. Prior to joining IMI Delhi, he was working as an Assistant Professor at Jindal Global Business School. He has also worked for 5 years with Nuclear Power Corporation of India Limited and was involved in both commissioning as well as operation of the nuclear power reactors at Kaiga, before joining IIM Ahmedabad in pursuit of his doctorate.

His primary research interests include application of operations research tools in industries, infrastructure related project management and agility of supply chains. A few of his publications are in advanced stages of the peer-review process. He is also keenly interested in policy research on SMEs, transport infrastructure, mass-transit systems and e-governance systems.

Prof. Arnab Deb holds doctorate in Economics from University of Connecticut, Storrs and has received his B.Sc. (Honors) and M.Sc degrees from University of Calcutta. His research interest includes Applied Microeconomics, Industrial Organization, Data Envelopment Analysis, Mathematical Economics, and Applied Econometrics. Prof. Deb has more than nine years of experience in teaching and research. Along with

publication in several peer – reviewed research journals he has presented research paper at national as well as international conferences.

Dr. Swati Dhir is a Fellow of Indian Institute of Management (IIM) Lucknow and completed the Fellow Program in Management (FPM) in OB/HRM area in 2014. She is currently working as Assistant Professor in OB/HRM area at International Institute of Management New Delhi. Prior to this, she has worked as Assistant Professor at IIM Ranchi for 1.5 years. She is a B.Tech Textile Technology from UPTTI, Kanpur affiliated by Uttar Pradesh Technical University. She has also worked as Assistant Manager in Research and Development department at Abhishek Industries (Trident Group). She has published her research work in many National and International Journals (Scopus and ABDC indexed) and attended various National and international conferences.

At the Post Graduate the courses taught includes Human Resource Management, Organization Structure and Design, Recruitment and Selection, Talent Management, International HRM and Psychometric Testing. Her teaching interest also includes Organization Structure and Design, International Human Resource Management, HR analytics and Research Methodology. Her research interests include Diversity in Organizations, Work Related Attitudes, Employee Engagement, Work Role Performance and Employee Loyalty. Her research contribution is also evident in the Editorial Review Board of "Amity Journal of Training & Development" - An International, Biannual, Refereed Journal of Training & Development. She has also been reviewer for various referred International journals and conferences like AOM and IHRM. She can potentially supervise PhD students and contribute towards Doctoral level courses on Advanced Research Methodology. She had contributed in various academic activities, being a member of PGDHRM program committee, admission committee and doctoral program committees at IIM Ranchi. Currently, she is the member of ACC (Academic Curriculum Committee) for PGDHRM program at IMI Delhi. She has guided 3 students for courses of independent studies in last one year at Post graduate level and currently guiding one research scholar at FPM Level.

Prof. Sajeet Pradhan has done his Mining Engineering from OSME, MBA from KIIT University and PhD from Indian Institute of Technology, Kharagpur. He has also qualified UGC-NET examination conducted by Ministry of HRD. Dr. Sajeet has more than thirteen years of experience in teaching, training and consulting. He has been associated with ORG MARG AC NIELSEN, KIIT University, DAV schools, and CRR in various consulting capacities. He is a well-known behavioral trainer having rich experience of more than 2000 training hours in various organizations.

He is a regular resource person to several MDPs at IIT Kharagpur and Central Rice Research Institute (CRRI), Odisha. He has authored several articles published in international SCOPUS journals (also ranked by ABDC & ABS) like International Journal of Organizational Analysis, International Journal of Productivity and Performance Management, Journal of Organizational Change Management, Asia-Pacific Journal of Business Administration, Gender in Management: An international journal, International Journal of Strategic Business Alliance, World Review of Science, Technology and Sustainable Development, Asia Pacific Management Review, The Psychologist-Manager, Development & Learning in Organizations: An International Journal, Human Resource Management International Digest, Evidence based HRM, IIMB Review, Journal of Human values, Global Business Review, Vision- The Journal of Business Perspective etc.

ADMINISTRATIVE DETAILS

Dates:

December 7 -8, 2018

Venue:

International Management Institute
B-10, Qutub Institutional Area
New Delhi 110016

FEE

Non-residential: Rs. 18,000/- per participant (plus 18% GST as applicable) covering professional fee, program kit and lunch

Residential: Rs. 25,000/- per participant (plus 18% GST as applicable) covering professional fee, program kit and boarding/lodging (airconditioned single room) from noon of **December 6, 2018** till noon of **December 9, 2018** at IMI Campus.

Group Discounts

- 10% discount on fee amount is available in case an organization nominates 2 or more participants to the program.
- 20% discount on fee amount is available in case an organization nominates 4 or more participants to the program.

Fee is payable in advance by way of local cheque/DD in favor of "**International Management Institute**" payable at New Delhi or through direct electronic fund transfer to IMI Bank Account, as per following details:

Allahabad Bank Account Number: 50084979288
MICR Code: 110010007, IFSC Code: ALLA0211083
Pan No. AAAT10972K; GST No. AAAT10972KIZJ

Please mention the program name while making payment through electronic fund transfer.

REGISTRATION

The registration form duly filled in along with the program fee should reach us at least 7 days before the commencement date of the program. In case of subsequent withdrawal or cancellation of registration no refund of fee will be allowed. However, substitute(s) may be permitted with prior intimation.

CERTIFICATE OF PARTICIPATION

A certificate of successful participation by International Management Institute (IMI) will be issued to each delegate at the culmination of the program.

ABOUT IMI

IMI International Management Institute Nestled in Qutab Institutional Area, International Management Institute (IMI), New Delhi was established in 1981 in collaboration with IMI Geneva (now IMD Lausanne). IMI's flagship two-year Post-Graduate Diploma in Management (PGDM) program (launched in 1993) has Student Exchange programs with leading International Schools. These include ESC Rennes, France, Montpellier Business School, France, Frankfurt School of Finance and Management, Germany, Grenoble Ecole de Management, France, Louvain School of Management, Belgium, Sichuan Academy of Social Sciences, China, KEDGE Business School, France, University of Guelph, Canada to name a few. Besides its regular PGDM program, IMI New Delhi runs a two-year PGDM program in Human Resource Management (PGDMHRM) launched in 2006, a two-year PGDM program in Banking and Financial Services (PGDM B&FS) launched in 2014, a 15-month Executive PGDM for mid-career executives (Executive PGDM) launched in 1984 and a Fellow Program in Management (FPM) launched in 2011.

In addition, IMI New Delhi also offers ITEC (Indian Technical and Economic Cooperation) Programs, as it is one of the few empanelled Institutes of the Ministry of External Affairs, Government of India. Under the aegis of MEA organised special Commonwealth Assistance Program, 15 international students are selected into the Executive PGDM Program. These ITEC programs are targeted at various developing countries from the Afro-Asian, South American and SAARC region. Another distinguishing feature of IMI Delhi is its strong Alumni network of over 5000+ professionals at senior management levels in leading corporate houses.

All IMI New Delhi's long term programs are approved by AICTE, Ministry of HRD, and Government of India. IMI New Delhi is internationally accredited by Association of MBAs (AMBA), UK. IMI's diverse and experienced resource pool of faculty resources having a rich combination of academic rigor and corporate exposure is one of the institute's distinct strengths. This vast and enriched pool has a special focus on delivering management education, training, research and consultancy. IMI contributes significantly to the growth and development of management as a discipline in India.

IMI conducts a large numbers of Management Development Programs (MDPs) every year, which include Open Programs, specially designed In-company programs and Online programs in different functional areas. These programs are aimed at capability building of senior-level and top-level managers and executives to help them in updating their concepts and enhancing leadership and managerial skills.

IMI's strength across diverse management disciplines, backed by an excellent team of faculty and the strong network with eminent organizations, helps deliver its commitment towards its vision of being a premier global management school.

For registration/any other information, please contact:

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