NHRD
N E T W O R K
KOLKATA CHAPTER

DATE OF COMMENCEMENT

SEPTEMBER 5, 2020

BASIC HR ANALYTICS

CERTIFICATE COURSE

BATCH – 3 (EVENING)

OVERVIEW

If we look at the evolution of Human Resource in an Organization today it is gradually shifting from a support operation group to a more data driven business unit. High Performance Companies looking to stay ahead in the curve today are putting people in the centre of their business through an approach where the intuitive power of the HR blends with data evidences to support the key business decisions, make strategic investments and focus on continuous improvement.

NHRDN Kolkata chapter is offering a program on HR Analytics that seeks to bridge the gap between a traditional approach and a data driven approach to Human Resource Management.

ABOUT OUR PROGRAM

The Course module comprises of

8 virtual sessions through **ZOOM Meetings** (80 minutes each).

There will be 01 doubt clearing session after the completion of each module.

WEEKEND CLASSES
From 18:00 AM to 19:20 PM

Launching Tariff Structure

Lifetime members:	₹2999+18%GST = ₹3539/-
Annual members:	₹3499+18%GST = ₹4129/-
Non-members:	₹4499+18%GST = ₹5309/-
Student (member):	₹1999+18%GST = ₹2359/-
Student (non-member):	₹2299+18%GST = ₹2713/-

SPOT MEMBERSHIP AVAILABLE

RESTRICTED BATCH SIZE !

NHRD
NETWORK
KOLKATA CHAPTER | HR Analytics

ABOUT NHRDN KOLKATA CHAPTER

National Human Resource development Network Kolkata Chapter is a non-profit organisation which is managed by an association of professionals committed to promote the HRD movement in the country and strengthening the capability of human resource professionals through education, training, research and experience sharing thereby creating value for society. It also plays a catalyst role in grooming People Leaders of the future.

INITIATIVES BY KOLKATA CHAPTER

HR SPEAK

A talk show series with experts aired on YouTube channel

KOLKATA KINDLE

Our journal covering relevant topics

PROGRAM FACILITATOR

Dr. Anindya Basu Roy

Managing Partner at Prime on Line Pvt. Ltd.

Visiting Faculty XLRI Jamshedpur & IISWBM

Engineering (IIT, KHARAGPUR), MBA (IISWBM)

http://linkedin.com/in/anindya-basu-roy-a47055b

Dr. Anindya Basu Roy is a PhD in Management having 27 years of experience as an organization improvement consultant working in the fields of HR Analytics and OD. An Engineer from IIT Kharagpur, Dr. Basu Roy did his MBA from IISWBM.

He is a visiting professor for HR Analytics for XLRI, Jamshedpur and IISWBM, Kolkata. He has written several papers related to HRM. He has also authored a book entitled Competency based HRM which has been published by SAGE.

NHRD
NETWORK
KOLKATA CHAPTER | HR Analytics

WHO IS THE PROGRAM FOR ?

- Upto Senior level Human Resource Professionals

- Consultants in general and Business Professionals

- Students willing to gather knowledge in the analytics space

- General Managers

- Business Leaders

PROGRAM REQUISITES

System Requirements:

- Computing device connected to the internet; PC/laptop, tablet or smartphone.
- The latest version of one's preferred browser to access our learning
- Microsoft Office & PDF viewer to access content such as documents, spreadsheets, presentations, PDF files & transcripts.

Qualification & Basic knowledge requirements:

- At least be a graduate in any discipline.
- Have studied Mathematics or Statistics till standard ten.
- Possess basic knowledge of Microsoft Excel.

NHRD
NETWORK
KOLKATA CHAPTER

HR Analytics

COURSE MODULE

1. ## About HR Analytics:
    Basic concept of HR Analytics, its types, challenges, history, future direction & HR Analytics as a career.

2. ## HR Metrics & Measures:
    What are Metrics & Measures, classifying HR Metrics, illustrations & interpreting Metrics.

3. ## BSC based HR Score card:
    HR Scoreboard, Choosing the right Metrics, Measures, Standards & Weightages, BSC based scorecard along with examples.

4. ## Converting data to money:
    Expressing problems in money terms, calculating ROI of HR interventions with examples.

5. ## Workforce segmentation:
    What is Workforce segmentation, Diversity based segmentation, Talent based segmentation along with illustrations.

6. ## HR Surveys:
    Popular HR Surveys, Engagement Survey, Compensation Survey, 360 Degree Survey.

7. ## Refining Recruitment & Selection Processes:
    Refining Recruitment using Metrics, refining Recruitment process, refining Selection process.

8. ## Refining Training & Development:
    Utility of tests of significance – Chi square, T-test.

9. ## Project Work:
    Solving practical problems which would be the basis for assessment and certification.

KEY TAKEAWAYS

Basic benefits would be three-fold; participants can develop:

>> Conceptual clarity about HR Analytics & its

>> Capability to solve simple analytical problems.

>> Capability to intelligently collaborate with experts & solve complex analytical problems.

PEDAGOGY

CASE STUDIES	QUIZZES
DISCUSSION	ASSIGNMENTS
ASSESSMENT	CERTIFICATION

TIME SCHEDULE

TIME SCHEDULE FOR HR ANALYTICS (BATCH – 3)

FROM SEPTEMBER 5, 2020 – TO OCTOBER 3, 2020

DATE	DAY	TIME	DURATION
05.09.2020	Saturday	FROM 18:00 – TO 19:20	80 MINUTES EACH
06.09.2020	Sunday		
12.09.2020	Saturday		
13.09.2020	Sunday		
19.09.2020	Saturday		
20.09.2020	Sunday		
26.09.2020	Saturday		
27.09.2020	Sunday		
03.10.2020	Sunday		

NHRD KOLKATA CHAPTER | HR Analytics

NHRD
NETWORK
KOLKATA CHAPTER

This is to certify that

NAME

has successfully completed

Basic HR Analytics Program

held during (from date – to date).

Program Facilitator   *NHRDN Kolkata Chapter*

PAYMENT PROCEDURE

Our BANK details:-

ACCOUNT No. – 910010045470331

IFSC CODE – UTIB0000411

NAME – Axis Bank Ltd. (Sarat Bose Road)

BRANCH – Lansdowne Towers, 1st Floor, 2/1A Sarat Bose Road, Kolkata-700020

Payment will be accepted through NEFT

Payment in favour of "National HRD Network, Kolkata Chapter" by NEFT.

Please share the UTR Number with us after making the payment

SEAT CONFIRMATION ON A FIRST COME FIRST SERVE BASIS ONLY
LIMITED SEATS AVAILABLE

CONTACT US

nhrdnkolkata.org

coordinator.nhrdnkolkata@gmail.com

mtnhrdn.kolkatachapter@gmail.com

+91 9874358000

+91 7980364016

NHRD NETWORK KOLKATA CHAPTER | HR Analytics