



Report on MDP on HR Analytics

School of Commerce & Management Studies

Academic Year 2023-24

Subject: Report on MDP on HR Analytics

- 1. Event Title: Report on MDP on HR Analytics**
- 2. Event Date: 09th to 13th Oct - 2023**
- 3. Event Conduction Duration: Five Days**
- 4. Event Venue [Location]: Digital Classroom - SOCMS**
- 5. Organizer of the Event (Faculty): Dr. Rupali Khaire, Dr. Sachin Mahale**
- 6. Number of Participants: 11 Faculty, 75 Students**
- 7. Event Outline, Objective and Outcome of the event:**

The primary objective of this Management Development Program on HR Analytics is to equip MBA Business Analytics students and participants with the knowledge, skills, and practical insights required to leverage data analytics in the field of Human Resources. **Prof. Brijesh Singh**, Bangalore conducted the MDP for five days. The program aims to achieve the following specific objectives:

- 1. Knowledge Transfer:** Provide participants with a comprehensive understanding of HR Analytics concepts, methodologies, and tools.
- 2. Hands-on Experience:** Offer practical training and workshops to enhance participants' data analysis and modelling skills, allowing them to work with HR data effectively.

3. Ethical Considerations: Foster ethical considerations in HR Analytics, ensuring that participants understand the importance of responsible data handling and privacy.
4. Decision-Making: Enable participants to use HR Analytics to make informed decisions that positively impact workforce planning, talent management, and overall HR strategy.
5. Networking: Facilitate networking opportunities with industry experts and peers, encouraging knowledge sharing and collaboration in the field.
6. Certification: **“Swathik Consulting Services, Bangalore”** gave certificates to acknowledge participants' competence in HR Analytics, which can enhance their career prospects.

7. Event photos:




Prof. Brijesh Singh Conducting the MDP



Faculty and Students attending the MDP



 SANDIP UNIVERSITY <small>UGC Recognised</small> <small>SCHOOL OF COMMERCE MANAGEMENT AND SCIENCE</small>		
FIVE DAYS PROGRAM HR ANALYTICS OFFLINE MODE		
CONTENT OF THE SESSION		
DAY	MORNING SESSION (4 HOURS)	AFTERNOON SESSION (4 HOURS)
1	Evolution of HRA and Framework (THEORY AND ACTIVITY)	Quantitative and Qualitative Dimensions of HR Planning (THEORY AND ACTIVITY)
2	Methods and techniques of HR Demand Forecasting (THEORY AND ACTIVITY)	Predicting Employee Performance & Predicting Training Effectiveness (THEORY AND ACTIVITY)
3	Compensation and Benefits Analytics (THEORY AND ACTIVITY)	Competency Scorecard, Tracking system & Evaluating stress Levels. Formulating Evidence Based Practices & Responsible Investment. (THEORY AND ACTIVITY)
4	HR Metrics & its Application Oriented exercises (THEORY AND ACTIVITY)	Basics of Excel (HANDS ON EXCEL & PSPP)
5	Excel functions used in HRA and creating Dashboards (HANDS ON EXCEL & GOOGLE DATA)	Predictive Analytics by using Excel (HANDS ON EXCEL & PSPP)
PROF. BRIJESH SINGH , BANGALORE.		

Report Prepared by:

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