

Your Gateway to  
**HR Analytics Career**

Explore | Educate | Excel

EXECUTIVE PROGRAM IN  
**HR ANALYTICS**

*India's 1st Online Finishing School*

**JUx**

JUx is an Online learning and engagement platform of Jain (Deemed-to-be University) offering industry relevant, in demand programs that enable learners to achieve their career goals. JUx offers you the opportunity to learn from industry pioneers, engage with best industry coaches and mentors who can enhance your career opportunities and make you future ready. We are committed to providing an exciting knowledge experience for every learner and aim to develop a community of learners who can develop their full potential for a promising career. The programs offered by JUx are the perfect blend of theoretical knowledge and practical skill that is in keeping with the current industry requirements.

## **Jain (Deemed-to-be University)**

Ranked among the top universities in India and considered a cerebral destination for students across the world and Bangalore in particular, for its illustrious history of developing talent, Jain (Deemed-to-be University) is a hub for learning in every sense of the word.

The University which is based in Bangalore – the Silicon Valley of India, offers a conducive environment for learning, be it academically or extracurricular activities. Known for its emphasis on education, entrepreneurship, research and sports, Jain (Deemed-to-be University) has some of the best minds in the educational and research fields, and centers that inspire entrepreneurship and groundbreaking work to simplify and manage life better.

What makes Jain (Deemed-to-be University) different is its outlook towards life, its values and beliefs. Its ever-evolving and open-minded system and quest for continued success and resilience, has made it one of the top universities in India.

## About the Program

The demand for HR professionals with a full set of HR Analytics skills, far exceeds the current supply. The Executive Program in HR Analytics Program not only a great way to prepare your skill set for the future but also a great way to position yourself favorably for your next career move. HR Analytics is about using data to drive better fact-based people decisions that ultimately benefit both the organization and employees. On completion of the program, you have a full analytics skill set that will help you drive data-driven decision-making throughout HR. You will have the skills to analyze data yourself and quickly build beautiful dashboards that can be used by decision makers.

This program will specifically focus on the applied methods and techniques with an output orientation for improving the human resource functions in small to large scale organizations. The frameworks, models, and hands-on analytical approaches will equip the participants with developing the SMART (specific, measurable, attainable, reliable, and time bound) targets and identifying business contributions of the HR function in their respective organizations.

**Course Start Date:** 16th June 2020

**Duration of the Course:** 6 Weeks

**Class Schedule:** 5.00 PM to 7.30 PM

on Tuesdays, Thursdays, Saturdays & Sundays

**Mode of Delivery:** Online Instructor Led

## Key Highlights

- Get Certified from Jain (Deemed-to-be university)
- Curriculum designed by Academia & Industry
- Instructors from Jain (Deemed-to-be University) and Industry
- Master Classes – Well Crafted Webinars and Workshops delivered by Industry Experts
- Access to the latest tools and techniques along with their business applications
- Weekly Assignments for better understanding of concepts
- 30 Hours of Project Work
- Curated Mentorship
- 24\*7 LMS Support
- Access to 30 Hours of Career Building Soft Skill Self-Paced Content
- Career Support – Webinars on Personality Development & 1:1 Career Counselling Sessions
- Placement Assistance

## Who can take this program?

This program is most suited for those who want to make HR Analytics as their Career. Also, it suits the entry level working professionals who want to upskill and update their knowledge and expertise.

- Any Graduates
- Working Professionals who with a work experience of upto 2-5 years in any area of HR
- Students Pursuing Graduation and Post Graduation

## Curriculum

### Human Resource Management, Technology and Analytics

- HRM in changing context
- About HR analytics
- What is HR analytics?
- Key objectives of HR analytics
- Critical areas of people analytics skills required for HR analytics
- HR technology overview
- HR analytics popular frameworks

### Advanced HR Analytics

- Basics of statistics
- Mean median & mode, Correlation, HR Case study of correlation
- Linear regression, HR Case study of Linear regression, Logistic regression
- The Anatomy of statistical model, knowledge check.
- Business problem understanding and knowledge check.
- Data Discovery & Collection, knowledge check
- Introduction to Data preparation, uni-variate analysis,
- Feature engineering, reliability testing, Bi-variate analysis and Hypothesis Testing,

### Employee data, data sources and metrics

- Introduction to HR Metrics
- Metrics in critical areas of HR
- Key metrics for each vertical of HR
- Recruitment Metrics, Diversity Metrics, Talent Retention Metrics, Training & Development Metrics, Workforce Deployment Metrics
- The importance of Strategic Workforce Planning
- Analyze the link between the business and HR

### LINKING HUMAN RESOURCES TO ROI

- Quantifying the workforce
- Calculating ROI
- Activity-based costing
- Costs of Absenteeism Direct and Indirect Costs
- Calculating ROI
- Utility Models
- HR Cost Benefit Metrics

### Statistics, HR Analytics Tools Excel, Python and R

- Overview of HR Analytics Tools: R, Python, Excel, Power BI, Tableau
- Choosing the right HR analytics tool
- Installation and Introduction to Python
- Installation and Introduction of R and R-studio
- Importing Excel File in Python and R
- Using Analytics Tools for Statistical Analyses

### Data Visualization with Excel

- The HR3P Model in Excel
- Create a visualization of the HR3P model
- Understand the meaning behind skewed performance
- Utilize PivotTables to generate new HR3P insights
- Usage of colors to visualize PivotTables
- Use the HR3P model in succession planning
- Creating a Workforce Map
- Explain the importance of HR reporting
- Understand the key variables in HR dashboards
- Workforce Scenario Analysis
- Explain the importance of scenario planning
- Understand the ID-principle in scenario planning
- Describe the different steps in scenario planning

## Course Outcome

### Upon completion of the course students will be able to

- This course would provide the participants with an overall knowledge about Statistics, Data Analytics and HR analytics
- The course provides a great opportunity to gain a thorough knowledge on various Analytical Tools.
- Also, the students will have a clear understanding of various matrices, Frameworks and Analytics Techniques.
- Most importantly, the students will develop the required confidence and ability to crack their forthcoming interviews

## Orientation and Batch start Date:

- Online Instructor Led
- Orientation 14th June 2020
- Batch start Date 16th June 2020

## Job prospects

HR Data Analysis

HR Analyst

HR Generalist

HR Business Partners

Skilling Partner

