# Module 1: HR Analytics

## The Role of Analytics in HR
- A Brief History of the Evolution of Analytics
- Why Is Analytics Important to the HR Field?
- HR Analytics Defined
- HR's Value Proposition
- Stages of HR Analytics;
- What can/should be measured;
- How does Analytics fit into HR Delivery Model;
- HR Analytics in your org. – priorities & ST/LT Goals;
- CEO’s part to be played in HR Analytics;
- Comparison – HR “Reporting” & Analysis with HR “Predictive” Analytics

## An Overview of HR Regulations and Reporting Requirements
- HR Policies, Procedures, and Guidelines
- Key Regulations and Reporting Requirements
- Metrics, Benchmarks, and Other Indicators
- Connecting Missions or Goals to HR Benchmarks and Metrics
### Module 2: HR Analytics

| Introduction to HRMS/HRIS | - HRMS/HRIS & data resources  
- The process for analytics - DCOVA |
|---------------------------|------------------------------------------------------------------|
| Analytics Tools and Techniques for HR Professionals | - Excel Quantitative Techniques  
- Excel Visualization  
- Excel Analytic Techniques  
**HR Analytics Tools:**  
1) Advantages & Limitations of some tools;  
2) Brush up on MS Excel & Basic VBA;  
3) Tools to be discussed using Ms Excel – Used in Reporting & Presentation on MS PowerPoint;  
4) Tips on of Google Forms & Google Spread sheets – E.g.: Designing Surveys & Easy Data collection tips; Integrating MS Excel & Google Spread sheets. |
## Module 3: HR Analytics

| HR Analytics - Hands on Training | ▪ Areas of recruitment,  
▪ Performance management  
▪ Compensation management  
▪ Competency building  
▪ Learning and development;  
▪ Employee motivation / satisfaction;  
▪ Employee attrition/ separation.  
▪ HR Audit, Technology Use Policies and Practices, Social Media Practice and Usage etc.  
▪ Ensuring a Legally Compliant HR: Industrial Relations, Disciplinary Techniques, and Grievance Handling etc.  
▪ HR dashboard and KPI  
▪ H.R aspect of the balanced score card  
▪ Importance of benchmarking  
▪ HR Predictive and Mining Analytics  
▪ Attrition Models & Retention Strategies  
▪ Performance Management & Career Path Analytics  
▪ Training effectiveness |
|---------------------------------|---------------------------------------------------------------|
| Predictive Analytics           | ▪ Time series forecasting  
▪ HR analytics using SPSS |
## Module 4: HR Analytics

| Creating business understanding for HR initiatives | Test V/s control  
|---------------------------------------------------|------------------  
|                                                  | Pre V/s post     
|                                                  | Dummy variables  
|                                                  | Probability, Regression etc |
| Using the Analytics Process Model | The Analytics Process Model and Its Phases  
|                                    | Applying the Analytics Process Model |
| Forecasting budget numbers for HR cost | Basics of time series  
|                                          | Decision trees  
|                                          | Time series on summarised reports  
|                                          | Forecasting |
| Predictive modeling in HR | Logistic regression  
|                            | Decision Trees  
|                            | Creating a policy on the basis of analytics |
## Module 5: HR Analytics

| HR measurement | Traditional vs. contemporary HR measures; Fundamental analytical concepts from statistics and research design; analytical concepts from economics and finance.  
|                | 1) Framework of HR measurement  
|                |   How decision science influences HR measurements, connecting measures and organizational effectiveness, LAMP framework, Today’s HR measurement approaches  
|                | 2) Analytical Foundation of HR measurement  
|                |   a) Introduction to Business Analytics  
|                |     i. Differences between Business Intelligence and Business Analytics  
|                |     ii. Differences between Business Analytics and Big Data Analytics  
|                |     iii. Roles of Business Intelligence, Big Data Analytics and Business Analytics in an organization  
|                |     iv. 3 Pillars of Business Analytics – Analytical Methods, Analytical Tools, Analytical Applications  
|                |     v. 3 Types of Business Analytics – Descriptive Analytics, Predictive Analytics, Prescriptive Analytics  
|                |   b) What is HR Analytics? Its role in overall business performance  
| Effectively Presenting HR Data | Effectively Presenting HR Data  
|                                | Course Conclusion |
# Module 6: HR Analytics

<table>
<thead>
<tr>
<th>Case studies</th>
</tr>
</thead>
<tbody>
<tr>
<td>▪ Reporting for the business metrics of employee cost</td>
</tr>
<tr>
<td>▪ Revenue modelling</td>
</tr>
<tr>
<td>▪ Comparing scores for HR managers across regions</td>
</tr>
<tr>
<td>▪ Employee freebie policy</td>
</tr>
<tr>
<td>▪ Analysing training effectiveness</td>
</tr>
</tbody>
</table>
Thank You!

help@edupristine.com
www.edupristine.com/ca