



Yashaswi Education Society's
INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE



VALUE ADDED COURSE ON “*HR ANALYTICS*”

Course Duration 30 Hrs.

Course Trainer
Dr.Rajendra Sabnis

Syllabi for the Value Added Course: HR Analytics

Module 1: Introduction to HR Analytics 5 Hours

This module provides an overview of HR Analytics, including its definition, significance, and application in HR decision-making. Students will learn about the evolution of HR Analytics and the benefits of data-driven HR practices.

Module 2: HR Data Management and Systems 5 Hours

Students will explore data management principles and the use of Human Resource Information Systems (HRIS). Topics include data collection methods, data cleaning, data integration, and the role of HRIS in managing and analyzing HR data.

Module 3: Descriptive and Diagnostic Analytics 5 Hours

This module covers descriptive and diagnostic analytics techniques to analyze historical HR data and identify trends, patterns, and root causes of HR issues. Students will learn to use various tools and techniques to interpret data and make informed HR decisions.

Module 4: Predictive Analytics in HR 5 Hours

In this module, students will focus on predictive analytics, learning how to build and apply predictive models to forecast future HR trends and outcomes. Topics include predicting employee turnover, identifying high-potential employees, and forecasting recruitment needs.

Module 5: HR Analytics Tools and Techniques 5 Hours

Students will gain hands-on experience with HR analytics tools such as Excel, Tableau, and Python. This module emphasizes practical skills in data visualization, statistical analysis, and creating actionable HR reports.

Module 6: Implementation and Ethical Considerations 5 Hours

This module addresses the practical aspects of implementing HR Analytics in organizations, including change management, stakeholder engagement, and building a data-driven HR culture. It also covers ethical and legal considerations, such as data privacy, security, and compliance with labor laws.

