PRIMAX FOUNDATION

(Registered Under Karnataka Societies Registration Act 1960
Reg. No. JNR-S211-2015-16, IT Exemption 12A & 80G)
MSME Reg. No.: UDYAM-KR-03-0144791
Bengaluru, Karnataka, India

In Association with

E.M.G. Yadava Women's College

An Autonomous Institution - Affiliated to Madurai Kamaraj University

Re-accredited (3RD Cycle) with Grade A$^+$ & CGPA 3.51 by NAAC
Thiruppalai, Madurai -625 014.

Since 1974

Organizes

30-Hrs Virtual Training Program on HR- ANALYTICS

For Registration

✓ CLICK ME

20th Aug to 03rd Sep | **2022**

Time : 6.00 PM to 8.00 PM

About Primax Foundation, Bengaluru

Primax Foundation was established 2015 and it was registered under the Karnataka Societies Reg. Act 1960 (Reg. No JNR-211-2015-16 & IT Exemption - 12 A & 80 G) Primax Foundation is established with towering ideals of imparting quality and non-profitable services to the society through Journals, Seminars, Workshops, Educational Training & Skill Development, Study Circles, Counseling & Rehabilitation, Initiating Research Activities etc., for total personality development in the society. Primax Foundation is an upcoming Training and Development Center at Bangalore offering a variety of need-based training programs, through on and off campus modes. The primary aim is to ensure employability for the students and molding them to suitably fit into all aspects of corporate requirements.

About E.M.Gopalakrishna Kone Yadava Women's College, Madurai.

E.M.Gopalakrishna Kone Yadava Women's College, Madurai was founded in the year 1974 by late Thiru.E.M.G. Soundararajan as President, being inspired by the philanthropic ideals of Thiru. E.M. Gopalakrishna Kone to provide education for the economically and socially backward women and to uplift them to a state of dignity through economic prosperity and societal recognition. The motto of the college is 'Anbum, Arivum, Panbum Yadhavam; Magalir Arivu, Kudumba Uyarvu'- which means "By educating a woman we educate the whole family". The college was started only with Pre-University Course at E.M.G. Kalyana Mandabam at Tallakulam, Madurai, in 1974. At present the college offers 15 UG Courses, 9 PG Courses & 4 M.Phil Courses. Re-accredited with 'A+' Grade with CGPA 3.51. Now another pride for the college is recently accrued the Extension of Autonomous Status for a period of Ten Years from 2020 to 2029.

About the HR-Training Program

The human resources function in today's organizations has moved ahead from a transaction-oriented cost center to a value-added business partnership approach. Analytics has played a critical role in this journey of HR transformation. Today, organization is making employee-related decisions such as hiring, training, appraisals and etc. driven through digital tools. Therefore, HR Analytics is playing a significant role at the workplace. This Training program will specifically focus on the applied methods and techniques with an output orientation for improving the human resource functions in large scale organizations.

Training overview

The programme HR Analytics Training by Primax Foundation is one of the most in-demand courses in the segment of HR. An essential area, HR Analytics domain is an area which requires precision and knowledge about the dynamics of HR function in a workspace. The participants willing to pursue this training programme should have the basic knowledge about Excel and HR Concepts. The Training programme is carefully designed and conceptualized by industry experts.

Objectives of the Training Program

- To take strategic decision using predictive analytics in HR
- To improve organizational performance through high quality talent related decisions
- To expose HR fraternity to critical HR issues associated with business
- Discuss various real-world scenarios where analytics has been utilized to solve complex HR problems
- To discuss the important key issues in building effective HR analytics solutions

Who Should Attend?

- Corporate Executives / HR Managers
- Freelance trainers
- Business owners
- Faculty & Research Scholars & Students

The Training highlights

- 30 Hrs. Training Program
- Hard copy certificate will be provided
- Online learning mode
- Recorded link will be provided
- Required HR analytic Demo Software will be provided

What you will learn

- Subjective expertise and knowledge on analytic techniques
- Learn the skill of decision making
- Learn HR Analytics Techniques for reporting
- Learn about Talent Management
- Knowledge of data visualization Knowledge of advanced statistics

Training Structure

Unit - 1	Unit - 2	Unit - 3	Unit - 4

• Overview of HR Analytics
• Types of HR Analytics
• Analytical Problem Solving
• Analytics in Talent Management
• Advanced Statistics
• Linking HR to Strategic Drivers of Business
• Sentiment Analysis
• Intent Analysis
	• Workforce Analytics
	• Predictive Analytics
	• Improving Measurement Maturity
	HR Maturity Frameworks
	• LAMP Framework
	• HCM 21 Framework
	• HR Scorecard
	• People Capability Maturity Model (PCMM)
		• HR Metrics
		• HR Dashboard
		• HR Indicators
		  ⌃ Leading Indicator
		  ⌃ Lagging Indicator
		• Building HR Metrics & Dashboard
		• Decision Making through Dashboard
			• Application in HR Analytics
			• Staffing analytics
			• Training & Development
			• Employee retention
			• Employee engagement
			• Performance Management
			• Employee Turnover &
			• Capstone Project

Case Study 1: Understanding correlation using survey data

Case Study 2: Understanding compensation data with the use of measures of central tendency

Case Study 3: Logistic regression on employee attrition data

Case Study 4: Business value of Retention

Case Study 5: Workforce planning simulation

Case Study 6: Optimizing hiring strategies on the basis of cost and quality

Resource Persons

Dr. Arul Senthilkumar S

Sr. Assistant Professor at Ramaiah Institute of Management, Bangalore. He has 17 years of experience including Corporate & Academic. His areas of Interest include OB, Talent Acquisition & Retention, HR analytics & Behavioural training. He has published research papers and Cases in International refereed journals. He has organized various Management Development Programmes, Faculty Development Programmes and Case workshops. He is a certified HR Analytics Professional, life skills trainer and behavioral trainer and trained many professionals as well as students.

Dr. S. Gokula Krishnan

presently working as an Associate Professor and Research Supervisor (PhD) with Global Academy of Technology, Bengaluru in the Department of MBA. He is a Founder of Dr GK Analytics (Startup), SaGi& Co India, Co-Founder of Sree Krishnaa Stores (Retail Outlets) in Tamil Nadu. He has 13+ years of teaching experience and research experience. He has served as a resource person for more than 50 workshop / FDPs on Data Analytics (R Programming, Tableau, SPSS, AMOS, Excel & Jamovi) Research Methodology, Case Teaching Methodology, Case Study Analysis and Corporate Training. He is an Pan India University Evaluator for PhD Thesis. He has published more then ten research papers in International/National Journals and International/National conferences. His area of interest in management field are Organizational Behaviour, Human Resources, Entrepreneurship, Statistics & Data Analytics, Research Methodology. He presently concentrating on Data Analytics, Entrepreneurship, Leadership and Employee Engagement.

ZOOM

Session Timings & Delivery Mode
Live and interactive classroom Session will be delivered through zoom platform

Session Timings
6.00 pm to 8.00 pm

Registration Fee
Very affordable cost

Patron

Dr. V.Pushpalatha
Principal
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Madurai, Tamil Nadu, India.

Dr.V.Selvaraj
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Happiness Comes from Giving Happiness…