Human Resource Analytics
HR Analytics: Rise of the machines in HR
HRs have evolved from being the caretakers to the 'strategic partners' of a company.
About HR Analytics

- HR analytics is defined as an approach to utilize human resource data maintained by the organization to measure the direct or indirect impact of HR campaigns on important business outcomes.

- It helps HRs to arrive at meaningful insights and understand the dynamics in the workforce.

- Unlike before, HRs cannot rely on gut feelings or experience. One has to base decisions on real data and numbers. This has proved to add value and improve workforce resource utilization and deployment.
Objective of Human Resource Analytics

- Respond to business in advance through predictive analytics for Human Resources
- Improve organizational performance through high quality talent related decisions
- Optimize talent supply chain & Increase ROI on Talent
- Serving as a source of competitive advantage for organizations
- Successful Execution of business strategy
There are three types of analytics:

- **Descriptive**: Analytics that help you understand how things are going.
- **Predictive**: Analytics that help you forecast future performance and results.
- **Prescriptive**: Analytics that suggest a prescribed step or action.
Predictive Analytics: Transforming Workplace for HRs
What Is Predictive Analytics How Is It Useful For HR?

• Growing volumes and types of data, easier-to-use software and Tougher economic conditions have given rise to predictive analytics. Predictive analytics is the use of data, statistical algorithms and machine-learning techniques to identify the likelihood of future outcomes based on historical data.

• 65% Indian companies aim to embrace predictive talent analytics in next one year reveals TJinsite from TimesJobs

• It helps to spot trends in key factors related to voluntary termination, absences and other sources of risk.

• It allows organizations to identify high-risk employees, build profiles of those most likely to leave or stay, and understand how risk is distributed throughout the organization.

• It helps to measure, monitor and predict the effect of risk factors over time and prevent organizational risk by devising contingency plans based on insight and foresight.

• It helps in reducing vacancy costs – both financial and productivity – to avoid their devastating effects on business performance.
Starbucks, Limited Brands and Best Buy - can precisely identify the value of a 0.1% increase in employee engagement among employees at a particular store. At Best Buy, for example, that value is more than $100,000 in the store's annual operating income.

Many companies favor job candidates with stellar academic records from prestigious schools - but AT&T and Google have established through predictive analysis that a demonstrated ability to take initiative is a far better predictor of high performance on the job.

In 3 weeks Oracle, was able to predict which top performers were predicted to leave the organization and why - this information is now driving global policy changes in retaining key performers and has provided the approved business case to expand the scope to predicting high performer flight.
Areas Where Predictive Decisions Can Deliver Business Value:

- Recruitment
- Talent Management
- Fraud Risk Management
- Attrition and Loyalty
- Employee Profiling and Segmentation
- Employee Profiling and Segmentation

How Predictive Analytics is necessary for HR?
Pre requisites if any (who can do this course)

• This course is meant for professionals looking to learn HR analytics skills, and students or graduates who looking for a career in HR Analytics.

• There are no pre-requisites. Anybody can enroll for this course. No prior knowledge of statistics or any analytic techniques is required.
Job opportunities

- HR Analytics Specialist
- Manager - HR Systems
- Analytics, and Process Improvement
- Manager - Compensation & Workforce Analytics
- Dir HR Metrics/Analytics
- Director of Global HR Reporting and Analytics
- Business Analyst HR Analytics
- Sr. Consultant
Job Profile

Specific responsibilities include:

- Administers assigned functions, including but not limited, to compensation studies, recruitment, benefits administration, and employment analysis
- Collects and analyzes information
- Tracks developments and trends in specific functional areas
- Performs research, conducts studies, and prepares reports
- Recommends, reviews, and interprets policies
- Participates in working councils, committees, and groups
- Ensures compliance with established regulations and policies
• Increase capacity to adopt new technologies and methods

• Understand what Human Resource Analytics by exposing to the analytics tools and techniques for HR Professionals

• Understand the components necessary using predictive analytics to give insights and drive decision making

• Adding valuable and job-oriented skills to HRs looking to enhance their career
## Course Content

<table>
<thead>
<tr>
<th>Classroom Schedule</th>
<th>Description</th>
</tr>
</thead>
</table>
| **Module 1:**      | The Role of Analytics in Human Resource  
                   | An Overview of HR Regulations and Reporting Requirements |
| **Module 2:**      | Introduction to HRMS/HRIS  
                   | Analytics Tools and Techniques for HR Professionals |
| **Module 3:**      | HR Analytics- Hands on Training  
                   | Predictive Analytics |
| **Module 4:**      | Creating business understanding for HR initiatives  
                   | Using the Analytics Process Model  
                   | Forecasting budget numbers for HR cost  
                   | Predictive modeling in HR |
| **Module 5:**      | HR measurement  
                   | Effectively Presenting HR Data |
| **Module 6:**      | Case studies  
<pre><code>               | Practical Hands on Exercises |
</code></pre>
<table>
<thead>
<tr>
<th>COURSE HIGHLIGHTS</th>
</tr>
</thead>
</table>
| **Classroom Training**  
Get trained by topic experts with interactive learning. |
| **Excel Workbooks**  
Create models following a step-by-step approach devised by professionals. These workbooks have been specially designed to ensure you incorporate best industry practices of financial modeling. |
| **Doubt Solving By Experts**  
Write to us and get your doubts solved by our experts within 2 business days. You can also initiate a discussion by posting it on active forums. |
| **Study Notes**  
Download the study notes to supplement video tutorials. |
| **Case Study Approach** *(Using models for analysis, including valuations)*  
Appreciate the concepts by working on case studies derived from real-life situations |
Get FREE Course Counseling Now
Thank You!