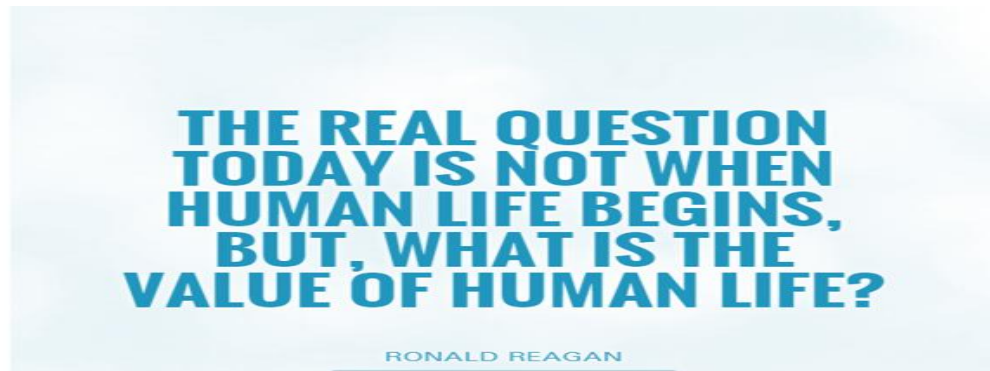




**Management Development Programme**  
**Predicting the Un-Predictables: HR**  
**Analytics/Decoding the hardwired Beings**

February 19-20, 2016

**Dr. Pranoti Paradkar**



**International School of Business & Media, Pune**  
Corporate Training Division

# International School of Business & Media, Pune

## Management Development Programme on Decoding the Hardwired Beings : HR Analytics



Founded in 2000, ISB&M has grown rapidly and has campuses in Pune, Kolkata, Gurgaon and Bangalore. Over 7000 alumni are performing exceedingly well in different parts of the country and abroad in leadership positions. ISB&M alumni share 70% of the world's top 20 most sought after employers by world's best MBAs. We continuously strive to create world class learning environment in order to promote great career



**Dr. Pramod Kumar**  
**Founder & President**  
**ISB&M Group**

Ph.D. (Organizational Behaviour), IIT Bombay, Formerly with IIM Ahmedabad; Professor at XLRI Jamshedpur, Ex-Director, Symbiosis Institute of Business Management, Pune; Consultant to over 80 companies worldwide. Author of over 100 research papers, cases and management games. Research quoted internationally in textbooks and journals. Served on Government of India Committees on Management Education.

### Overview

Globalization and changing business dynamics present increasing challenges to HR and line management on how best to develop and deploy an agile and highly-competent workforce while maintaining cost efficiency. Today's business challenges demand more than just greater efficiency in the HR department and an HRM system. Rather, they require increased effectiveness gained through a comprehensive understanding of the factors driving workforce performance. Organizations need to understand the complex interaction between staffing levels, competencies, compensation structures, workforce profile, and other factors to help them maximize their return on human capital.

To fully understand how workforce factors affect the business requires timely and integrated insight from HR and operational systems across the enterprise. However, most organizations struggle to obtain timely and relevant information from their enterprise systems.

**HR Analytics** empowers the HR managers with facts and data to educate and influence decision making and strategy for the organization. The quantitative story telling with the use of historical data, key metric indicators & segmented data provides a valuable link to understand business impact (ROI/Profit).

### This Programme will help you

- **To interpret Human-Capital metrics:** What are the key indicators of organization's overall health?
- **To do Human-Capital Investment Analysis:** Which actions have the greatest impact on organization's business?
- **To do Workforce Forecasts:** How to know when to staff up or cut back?
- **To predict & build Talent Value Model:** Predicting performance, engagement and retention measures for employees.

### Program Coverage

- **Transition from Operational HR to Strategic HR**
  - Linking HR Scorecard to business outcomes
  - Understanding prerequisites for implementing HR Analytics in the organization
  - Identifying key deliverables, processes and aligning them to business outcomes with the help of human capital metrics and productivity metrics
- **Data based management of HR processes & decision making**
  - DCOVA (Define, Collect, Organize, Visualize & Analyze) process
  - Data exploration & visualization through pivots & graphs
  - Basic statistical & Correlation methods
- **Predictive Analytics Tools: An overview**
  - Quantitative & Qualitative methods for forecasting
- **Using Technology tools for predictive HR Analytics**
  - Evidence Based HR Analytics practices in high performing companies
  - LAMP framework



**Programme Director Profile:**  
**Dr. Pranoti Paradkar**

Dr. Pranoti, Ph. D (OB), MBA (Narsee Monjee Institute of Management Studies SDL, Mumbai) BE (Electronics Engineer, Nagpur University). Young, dynamic and pro-active professional. Has over 8 years of rich industry and academics experience as HR Manager in UK based IT organization and Tata Consultancy Services. Teaches Talent Management, Competency Based Recruitment & Selection and Organizational Behavior. Worked as Consultant for SMEs providing services in writing SOPs for HR department, restructuring of HR Processes and also conducting stress management workshops.

**Prof. S. Jayaraman**  
**Qualification: PGDBM, IIM Calcutta, Pursuing Ph.D. in the area of talent management**

**Experience:** Former Group Head (HR, Admin & Quality), IRIS Ltd.; Former Dy. Div. Manager, TATA Metaliks Ltd. Prof. Jayaraman is a graduate in mechanical engineering and a post-graduate in Management from IIM Kolkata. His research interests include talent management, performance management, Organization development and training and development. He has presented papers in prestigious conferences in India and abroad. Teaches human resource management, performance management, competency based recruitment and selection and organization change and development.

● **Diagnosing and clarification of symptoms of HR problem**

Process Analytics & Integrated Analytics for

- Recruitment
- Leadership Development
- Training
- OD
- Culture & Employee Engagement
- Performance Management & Succession Planning

**Methodology**

- Case Study
- Simulation & exercises
- Problem solving using analytical tools
- Discussion

**Recommended Participants Profile**

HR Managers, HR Business Partners and Business Leaders

**Duration, Date and Venue of the Program**

**2 day, February 19-20, 2016**

at ISB&M Campus, Nande Village, Pashan Sus Road, Pune 412115

**Professional Fee**

- Rs.15,000 (Rupees fifteen thousand only) per participant (**Non-residential**).
- Rs. 20,000 (Rupees twenty thousand only) per participant
- Service Tax is to be borne by the client.

**Registration**

The duly filled in registration form along with the Cheque/Demand Draft to be drawn in favor of "International School of Business & Media Training Pvt. Ltd." Should reach the Programme Director by February 17, 2016. Payment can also be made by online transfer. For online transfer contact:

**Manju: 02066754642/ 9850402704**

**Last Date for Withdrawal**

No refund will be made for withdrawal after February 18, 2016



**ISB&M, Pune**

*The campus offers an impeccable lush green environment, in backdrop of hill, away from the urban crowd ideally conducive for academic learning. The abundant greenery is quiet mystique and serene. ISB&M offers 2-year full-time Postgraduate Diploma in Management (PGDM). We promote a culture of liberty, openness, friendship, energy, enthusiasm and a new life-style. It fosters creativity and imagination to stimulate professional superiority and proficiency. The institute is equipped with state-of-the-art facilities for academic, sports and recreations.*

*We maintain a high standard of education and the Programs are supported by highly-qualified faculty. ISB&M has strong interface with industry.*



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Pashan Sus Road, Taluka Mulshi, Pune 412 115  
Tel: 020-66754642, Fax 020-66754678

## Nomination Form

MDP Programme: **Predicting the Un-Predictables: HR Analytics/Decoding the hardwired Beings**

Date: **February 19-20, 2016**

### Participant's Particulars

Name: _____	Date of Birth _____
Designation: _____	
Education: _____	
Work Experience: _____	
Organization: _____	
Address: _____	
Phone (Off): _____ (Mobile) _____ (Alternate No) _____	
Email: _____	
Any other information you wish to share with us: _____	
_____	

### Payment Details\*

Professional Fee: Rs. Service Tax(14%): Rs.	Payment Details (DD/Cheque/Bank transfer)
Instrument No:	Date of Instrument:
Name of the Bank:	
Online Transfer Details:	

**\*Note:** Please enter amount as per choice of residential/ non residential

Authorization (Self/Company)

Signature (with Seal)

Date: