



Post Graduate Department of Management Studies- MBA

MDP ON "HR ANALYTICS"

SESSION I (DAY 1) REPORT

Date	Time	Topics to be covered	No. of Participants attended
22/11/2021	7:00 to 9:15 pm	Business Analytics- Big data : Data mining. Evolution of Business Analytics, Rise of HR analytics and its applications.	230
<p>Remarks /Report: Session I started with inaugural function @ 7:00 pm Master of ceremony: Mrs. Hamslekha S About department and its importance : Mrs. Krutika S Kumar and Guest Introduction: Mrs. Devikarani B.M</p> <p>Welcome Speech : Prof & HOD Mrs. Deepthi Amith</p> <p>Welcome & Address the gatherings: Dr G.D Gurumurthy and management members</p> <p>Vice President of KVS: B. S Umesh sir and Secretary of KVS: G.S. Uma Shankar sir</p> <p>After this, session handed over to Prof. Brijesh Singh. In this session 225 participant were registered, it includes a Professors, faculties, Research scholars, Industrialists and students from various universities. We received registration from Delhi, Noida, Jaipur, Chennai, Ambur, Trichi, Pune, Nagpur, Palani, Dehradun, Mathura, Chidambaram, Tripura, Kolkata Vellore, Gurgaon, Bhuvneshwar, Nasik, Hyderabad and many more from all parts of Karnataka and one International registration</p> <ul style="list-style-type: none">• In this session doubts were clarified by resource person Prof. Brijesh Singh with regards to google form and HR Related topics.• It includes Big data & data mining: <p>Finally, session was concluded @ 9:15 pm by providing feedback link in WhatsApp group of "HR analytics MDP-2021"</p>			

SESSION II (DAY 2) REPORT

Date	Time	Topics to be covered	No. of Participants attended
23/11/2021	7:00 to 9:15 pm	<u>People Analytics, Rise of HR Analytics and Hands on Excel:</u> New Capabilities and Data: Data exploration: Data, metric and analytics. Human Capital Management, Business Intelligence, Online training, Predicting attrition, Datafication of HR- Finance & ERP, Consumer & CRM and Team leadership, Conducting HR analytics - Steps	230
Remarks/Report: <ul style="list-style-type: none">• This Session includes Concept of Business Intelligence: it's a best tool for HR manager to take decision and monitor employee productivity.• People analytics it covers quality of skill level of employees and how to improve it, it also its steps.• Human Capital Management is one more to be covered in this, it covers administrative functions of HR departments into opportunities to drive engagement, productivity and business value. <p>Finally, session was concluded @ 9:15 pm by providing feedback link in WhatsApp group of "HR analytics MDP-2021"</p>			

SESSION III (DAY 3) REPORT

Date	Time	Topics to be covered	No. of Participants attended
24/11/2021	7:00 to 9:15 pm	Applications of HR metrics, Practical Session: Commands used in Excel for making Dashboards.	230

Remarks/Report:

- **This Session includes HR metrics: It covers data to measure HR and its relationship and its effects on organization and its components Talent acquisition, Performance management and total rewards (monetary & non-monetary benefits).**
- **Staffing metrics: It covers internal & external factors like bonus, pay etc.**
- **Quality of new hires will be measured as per average performance at beginning.**
- **Training & development metrics: It includes total training cost with no. of training sessions attended.**
- **Excel applications on Data analytics: It includes statistical tools and dashboard application is important tool for HR department actions, it means presenting work and results of the HR team to other branches of the company.**

Finally, session was concluded @ 9:15 pm by providing feedback link in WhatsApp group of "HR analytics MDP-2021"

SESSION IV (DAY 4) REPORT

Date	Time	Topics to be covered	No. of Participants attended
25/11/2021	7:00 to 9:15 pm	Excel functions and Computation of ROI and Payback with the help of Case Study.	230
Remarks/Report: <ul style="list-style-type: none">In this Session it covers Excel application on measuring training ROI by using a sample Cost and Benefit sheet. <p>Finally, session was concluded @ 9:15 pm by providing feedback link in WhatsApp group of "HR analytics MDP-2021"</p>			

SESSION V (DAY 5) REPORT

Date	Time	Topics to be covered	No. of Participants attended
26/11/2021	7:00 to 9:15 pm	Excel applications on VLOOKUP, HLOOKUP, PIVOT TABLE & CHART	230
Remarks/Report: <ul style="list-style-type: none">This Session includes Excel application by using IQ level, ES level and Intelligence with this data of people to be included.Value to be counted by clicking on the "SUM" button. <p>Finally, session was concluded @ 9:15 pm by providing feedback link in WhatsApp group of "HR analytics MDP-2021"</p>			

SESSION VI (DAY 6) REPORT

Date	Time	Topics to be covered	No. of Participants attended
27/11/2021	7:00 to 9:15 pm	Dashboard Use of functions and creating the charts for Dashboards Working with Charts Dashboard using Speedometer	230

Remarks/Report:

- This Session covers Dashboard which helps the manager to concentrate on Key Performance indicators of an organization while recruiting, selecting of candidates.
- Explanation of Dashboard & use of Speedometer in Dashboard with the help of Excel.
- Calculation of Correlation and Regression analysis.

Finally, session was concluded @ 9:15 pm by providing feedback link in WhatsApp group of "HR analytics MDP-2021"

SESSION VII REPORT (DAY 7) (PART 1)

Date	Time	Topics to be covered	No. of Participants attended
28/11/2021	7:00 to 9:15 pm	Dashboard Dashboard using Speedometer tools	230

Remarks/Report:

In this Session it covers:

- Dashboard using Speedometer tools: it includes Google data studio and free hands-on experience.
- Hypothesis testing
- Descriptive Statistics

Finally, session was concluded @ 9:15 pm by providing feedback link in WhatsApp group of "HR analytics MDP-2021"

SESSION VII REPORT (DAY 7) (PART 2)

Date	Time	Topics to be covered	No. of Participants attended
28/11/2021	7:00 to 9:15 pm	Correlation & Regression	230
Remarks/Report: This Session covers Relationship between two variables and Cause and effect relationship between two variables and to calculate this by using Excel application. Finally, session was concluded @ 9:15 pm by providing feedback link in WhatsApp group of "HR analytics MDP-2021"			

SESSION IX (DAY 8) REPORT

Date	Time	Topics to be covered	No. of Participants attended
29/11/2021	7:00 to 9:15 pm	Applications of tests in HRA (Theory) And applicability of tests.	230
Remarks/Report: This Session covers: <ul style="list-style-type: none">• Correlation & Regression relationship between variables• Different types of tests in HRA• ANOVA table and its application Finally, session was concluded @ 9:15 pm by providing feedback link in WhatsApp group of "HR analytics MDP-2021"			

SESSION X (DAY 9) REPORT

Date	Time	Topics to be covered	No. of Participants attended
30/11/2021	7:00 to 9:15 pm	-----	
Remarks/Report: The Session was not conducted due to technical issues.			

SESSION XI (DAY 10) REPORT

Date	Time	Topics to be covered	No. of Participants attended
1/12/2021	7:00 to 9:15 pm	Practical applications of PSPP software	230
Remarks/Report: This Session covers Correlation and Regression calculation it includes beta and standard deviation(risk) and Testing of Hypothesis. After the Session, Session was concluded with Valedictory function by Mrs. Sujatha N. Sheeri, it includes Concluding Remarks by Prof. Mitta Shekhara Gowda Feedback from students and Faculty members and Vote of thanks. At last in the Session Resource Person Prof. Brijesh Singh gave vote of thanks to all participants. Finally, session was concluded @ 9:15 pm by providing feedback link in WhatsApp group of "HR analytics MDP-2021"			

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