



University School of Management Studies  
GGS INDRAPASTHA UNIVERSITY  
Sector 16 C, Dwarka, New Delhi, Delhi 110006

# HR WORKSHOP



**HR Analytics: Learning how the people data  
affects HR decision making and planning  
2016**

University School of Management Studies (USMS) is an on-campus school of Guru Gobind Singh Indraprastha University. The school, within a short span of time, has developed itself as a unique and progressive school with its distinct curriculum and innovative teaching methodology. The intellectually stimulating environment at the school provides a nurturing ground for developing competent management professionals in tune with the changing business environment and emerging managerial needs. The school encourages individual growth, team building, extra-curricular activities, industry interaction and a multi-disciplinary study culture. The School is rated A+ in Best B-Schools Survey, 2006 conducted by Business India.

### About the Workshop

Human Capital Management has become a key strategic issues for all organizations. Creating and sustaining a meaningful culture, identifying top performers and retaining them, increasing workforce diversity and productivity, innovation and leveraging talent globally are some of the challenges. The old approaches such as seeking consultation and Identifying solutions to problems don't work. Corporates would want to have an HR Strategy that can deliver outcomes. However, they would only sponsor investment in HR if any link could be established with return on investment. The HR team itself would like to relate to the progress and milestones that they are working towards. Today, Information is available in this knowledge economy like never before; HR systems are able to provide data anytime. Social media, surveys and other benchmarks are also providing us insights. Therefore, it becomes a challenge to set up and run a HR analytics program that delivers meaningful insights and identifies important solutions from multiple interesting options. Companies like Google are already leveraging HR analytics. Research says that high performing companies are three times more likely to be advanced users of workforce analytics than average ones. This workshop would guide you through the upcoming challenges of HR analytics and strategizing the workforce.

### Objective

The purpose of the workshop is to enable participants to

- Appreciate the emerging field of HR analytics through illustrations and case studies.
- To understand different frameworks for asking the right questions, analyzing data using statistical tools and presenting their insights impactful to influence change.
- Develop business cases for new programs/ additional investments by aligning HR outcomes to business outcomes.

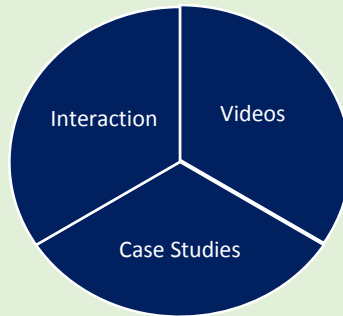
### Broadly, the Workshop will focus on:

- HR Metrics
- Introduction to HR Analytics
- Conceptual Model of Analytics
- Statistical tools and techniques
- Aligning HR strategy to business outcomes
- Making the transition to predictive analytics

### Who Should Attend?



**Pedagogy**



**DURATION**

Day 1: 10:00 to 17:00 hours  
Day 2: 10:00 to 17:00 hours

Note: Participants are requested to carry their laptops

**Workshop deliverables:**

- a) Understanding the changing scenario of HR Metrics
- b) Ability to develop and Understand Business cases for non-additional investment by aligning HR outcomes to business outcomes

**Certification**

On Successful completion of the programme each participant will receive a Certificate of participation from USMS, GGSIP University

|   | <b>Program Fees</b> |
|---|---------------------|
| <b>Professionals and other non-academicians</b> | <b>₹ 2,000/-</b>    |
| <b>Research Scholars</b>                        | <b>₹ 1,000/-</b>    |
| <b>Students</b>                                 | <b>₹ 500/-</b>      |

## **ORGANISING COMMITTEE**

**Prof. Sanjiv Mittal,**  
DEAN, USMS

**Prof. Shalini Garg**  
WORKSHOP CONVENER

**For Queries**  
[hra@usms.ac.in](mailto:hra@usms.ac.in)  
[Shalinivineet@yahoo.com](mailto:Shalinivineet@yahoo.com)  
01125302613

**Online Registration Form:**

<http://goo.gl/forms/2Z2GskQtpg>

**Registration will be confirmed only after receipt of full payment before the registration end date.**



**Venue: USMS, GGSIP University**

# Registration form - HR Workshop 2016, USMS, GGSIP University

Venue: Guru Gobind Singh Indraprastha University, Sector-16C, Dwarka, Delhi – 110078

Name of the Participant:.....

Type of Participant: Industry / Academician / Doctoral Student / Others

Designation: .....

Organization/Institution name: .....

Mailing Address:.....

.....

Tel No. .... Mobile: .....

E-mail Address: .....

Payment Details: DD No. .... Date:..... Amount:.....

Drawn on Bank Name:.....

Note: Fee is payable by DD in favour of “Registrar, Guru Gobind Singh Indraprastha University” payable at Delhi. Please write your name at the back of the DD. (Kindly fill separate form for each delegate) Please send this form duly filled in along with the draft to [hra@usms.ac.in](mailto:hra@usms.ac.in)

**Dr. Shalini Garg**

**Workshop Coordinator, University School of Management Studies, D Block, GGS Indraprastha University, Sector – 16C, Dwarka, Delhi-110078.**

(Note: In case of more delegates, Registration Form can be copied)

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<http://www.ipu.ac.in/>