ANNOUNCEMENT

Management Development Program (MDP)

Human Resource Analytics
(13th May – 15th May 2022)

Organized by

Department of Humanities & Social Sciences
Indian Institute of Technology Patna
Amhara Road, Bihta
Bihar-801106

Management Development Program

INTRODUCTION

In the era of digitalization and big data, a working knowledge of HR analytics has become essential. Even though many HR professionals may have a conceptual understanding of what HR analytics might involve, very few people have the relevant competencies to be able to actually carry out HR analytics. This course will help practitioners use analytics effectively to develop a deeper understanding of data and people management and find appropriate solutions to difficult HR challenges. This program will enable people to make most of the information they have and help the HR function to claim further credibility in strategic organizational decision making.

OBJECTIVES

This program is designed to
(i) Introduce the concept of HR analytics and foster the understanding of the role of analytics in making informed HR decisions
(ii) Familiarize the participants with the tools and techniques of HR analytics
(iii) Demonstrate the application of HR analytics in various HR functions such as staffing, talent engagement, performance management, talent retention etc. using case studies
(iv) Provide insights on addressing HR challenges and improve organizational performance through prescriptive analytics
(v) Enlighten the participants with the limitations and ethical challenges associated with the usage of HR analytics

COURSE CONTENTS

The present course aims to offer:
- Introduction of HR Analytics
- Analysis strategies
- Descriptive Analytics
- Predictive analytics
- Prescriptive Analytics
- HR Analytics applications
- Case Discussions
- Diversity analytics
- Recruitment and Selection analytics
- Talent engagement analytics
- Analytical performance management
- Retention Analytics
- Usage, ethics, and limitations

Software used: SPSS

TARGET AUDIENCE

The program is targeted towards working professionals in private and public organizations in HR management and leadership roles. It will be useful to anyone in management function who has to make decisions about people in an organizational context.

MODUS OPERANDI

The course will be delivered online on webex platform by the faculty members of IIT Patna. The pedagogy will involve lectures, demonstrations, and case discussions.

RESOURCE PERSONS

Dr. Richa Chaudhary
Assistant Professor of OB/HR, IIT Patna

Dr. Rajendra Paramanik
Assistant Professor of Economics and Finance, IIT Patna

Dr. Meghna Dutta
Assistant Professor of Economics, IIT Patna

COURSE COORDINATOR

Dr. Richa Chaudhary
Assistant Professor
Department of Humanities and Social Sciences
Indian Institute of Technology Patna Bihta -801106
Mobile: 9661596799, 8295638718
Email: richa.chaudhary18@gmail.com
       richa.chaudhary@iitp.ac.in

HOW TO APPLY

Candidates can register using the link:
https://docs.google.com/forms/d/e/1FAIpQLSfKAFHDDqhHh5lJ4XpB_WB5hHq2z3l3cA24UWuzc8BsZR25aA/viewform?usp=sf_link

Since, the number of seats is limited, early registrants will be given a preference.

PROGRAMME FEE AND DISCOUNTS

HR professionals/middle managers/senior executives	Rs. 35,000/+18% GST
10% discount on fee amount is applicable against	3-5 nominations from an organization
20% discount on fee amount is applicable against	More than 5 nominations from an organization

Program fee includes tuition fee, resource material, and certificate. A Certificate of participation from IIT Patna will be awarded to all participants after successful completion of the course.
In case of withdrawal or cancellation of registration no refund of fee will be allowed.

FEE PAYMENT

The Participation fees for the MDP will be accepted only through Demand Draft drawn in favour of "Indian Institute of Technology Patna" or e-transfer /RTGS/ NEFT. Personal cheque will not be accepted in any case.
The fee may be sent by Bank Transfer into the following account with a scanned copy of the payment receipt to be uploaded in the google form.
Name of the Account: Registrar, IIT Patna
Bank: State Bank of India,
Branch: IIT Patna, Bihta
Bank Account No.: 30957551934
MICR Code: 801002005
Swift code: SBININBB156
Beneficiary: Indian Institute of Technology Patna Bank
Telephone: 0612-3028062
IFSC: SBIN0017164
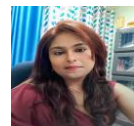Account Type: Savings A/c

IMPORTANT DATES:

Last date of Registration	30th April 2022
Participant Confirmation	07th May 2022

ABOUT IIT PATNA

IIT Patna is an institute of National importance by an Act of the Indian Parliament in 2008. It is ranked 21st among engineering colleges in India by the National Institutional Ranking Framework in 2021. It is ranked 141 among BRICS nations by the QS World University Rankings of 2019. IIT Patna's campus is located at Bihta, 35 km from Patna and 20 km from Ara, at a 501 acres site. IIT Patna conducts a number of MDPs, FDPs, and other short term capacity development programs every year through its continuing education center. The nearest railway station is Bihta, 2 km from the campus. IIT Patna has good road connectivity to and from Patna and Ara. The nearest airport to reach IIT Patna campus is Jai Prakash Narayan Domestic Airport, Patna, which is located 5 km southwest of Patna.

IIT-Patna