



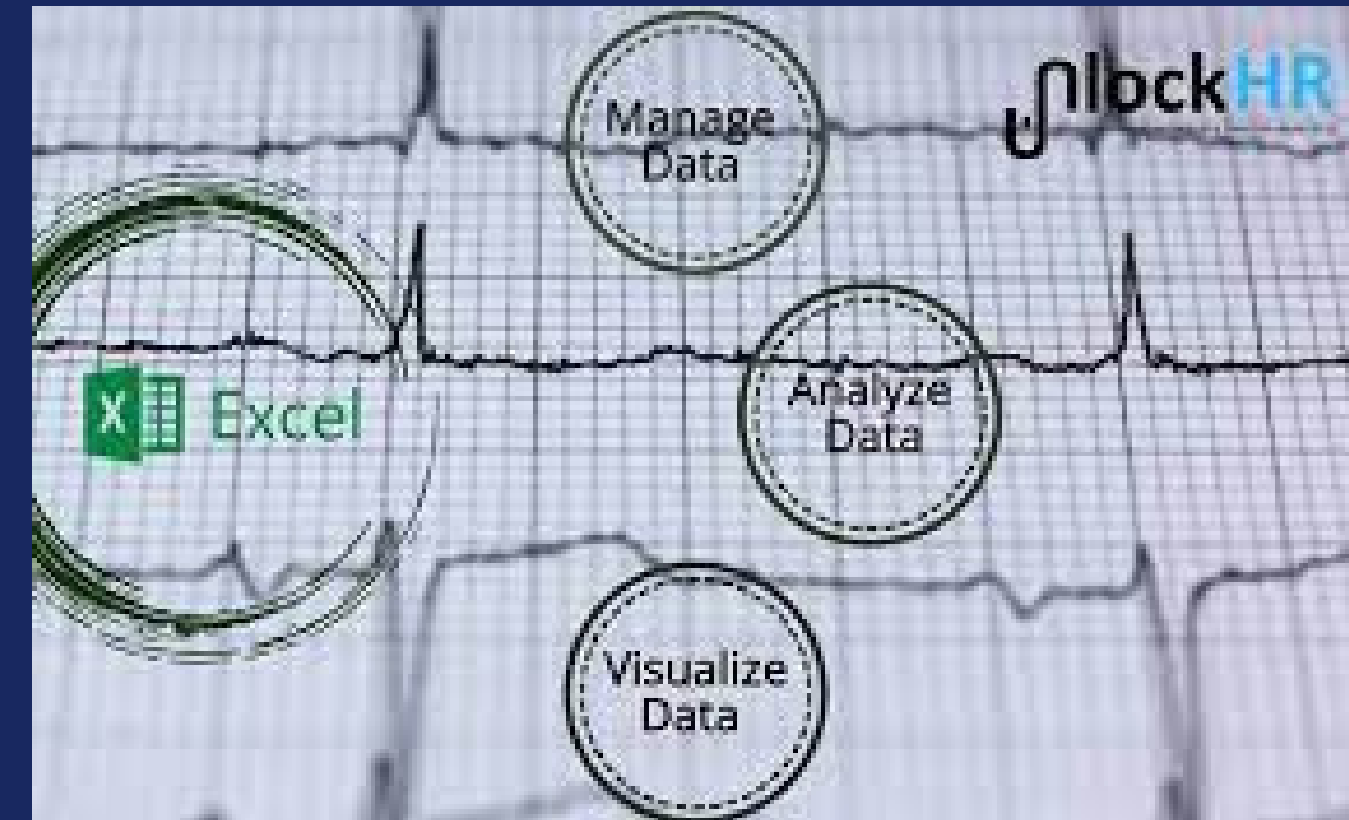
Madras Management Association



Presents

**One Day Workshop
(Class-Room Session) at MMA**

HR Analytics Using MS-Excel



Venue : MMA Management Center

Thursday, 18th August 2022

10:00 AM to 05:00PM

Facilitator:

S. Bhanu Kumar

Founder, ARRA Associates

Brief Overview

Artificial Intelligence, Connected Devices, Automation, Data Analytics/ Data Visualization etc are disrupting the way we operate across industries. There is anxiety and concern on Job Security in everyone's mind. Many of the traditional jobs that exist today may not be there tomorrow.

Information has moved from scarce to super abundant thanks to smart phones, increase in connected devices etc. Data is monstrous, but information & intelligence is transforming traditional business. Knowledge out of the Data that is available / extracted is very important for the HR professionals of any, organization. HR professionals are involved in Board Room Decisions. To ensure effective and efficient informed decisions, it is important that HR of any organization facilitates informed decisions to the stakeholders using the People centric information they have. Effective usage of the Analytical and visualization techniques would help HR professionals present the need better both to internal and external customers.

Welcome to Industry 4.0, where the traditional methods of recruitment, training, monitoring are no longer valid and needs a total revamp. Today we see technology used in all facets of HR right from Recruitment to Exit of an employee. Some samples of Technology in HR are as below:

Skill Acquisition / Recruitment – We have tools for Applicant Tracking, Candidate Marketing Source, Candidate interviews and onboarding of hired candidates. With the data on skill required vs skill available vs skill needed, we can build formal plans and track them effectively and efficiently

HR Operations – Day to day aspects around Employee attendance, performance appraisal, role change, succession planning can be achieved in a more transparent manner by the use of technology / analytics. Every aspect of activity can be tracked and analysed to build a robust mechanism that enables HR operations to be done at ease

Skill Enhancement Needs / L&D – The concept of LMS / Self paced learning are all achieved due to the intervention of technology in our day to day life. Each of these can be linked to target based operations for an individual, tagged to performance management that could be effectively managed through dashboards

Skill Management – Right from need understanding from a Market/ Organization / Individual perspective to Employee Capability in skill levels, growth, aspiration to Planned and unplanned skill enhancement capabilities and tracking them to closure one can use analytics to track Gamification – A lot of automation can be incorporated to introduce gamification in day to day aspects and can facility HR to make their process more transparent to the rest of the organization thanks to automation and dashboard capabilities

This workshop will help in getting ready to understand the changing work culture and learn how the visualization assists in making effective decisions. This workshop will enable HR Professionals to use visualization tools to present their data better

Session Content

- Overview of Transforming engagements
- Need for HR Transformation.
- Data and its importance
- HR Transformation needs – Change over from managing disputes to supporting board
- room decisions
- Intro to Analytics and its importance to HR
- Purposeful Analytics – 8 Step Process
- Sample HR Dashboards for participants to appreciate the need
- Dashboards – What is it and what is the purpose?
- Creating Dashboards using Excel
- Sample HR Analytics using Excel using HR Data provided

1. Identify Metrics

2. Enable decisions based on Data

Key Takeaways

Upon completion of this course, participants will be able to:

- Read Data better
- Understand how data can be converted to knowledge
- Use our day to day tool Microsoft Excel for basic analytics



For Whom

The one day course on HR Analytics is open to any individual members or corporate employees, to create awareness about the benefits of Analytics and learnings around the Dashboard techniques.

This course aims at providing an overview about Business Intelligence, using data to build visualizations facilitating informed decisions

FACILITATOR PROFILE:

- A Technology industry veteran passionate about training.
- Bhanu specializes in technology training and workshops that caters to the needs of the students and is more experiential that enables the learner to apply the skill where necessary.
- More than 5000 hours of training across various aspects of technology and employability and still ticking
- Bhanu currently is focusing on Giving back to society and is a frequent speaker at industry events, delivered training and workshops on Technology basics, implementation of technology and technology transformations
- Bhanu is a Practitioner who trains and has worked in NTT DATA GDS for more than a decade and was Vice President of Cloud Services when he exited the company



S. Bhanu Kumar

ABOUT MMA:

Madras Management Association (MMA) was established in 1956 with the prime objective of promoting management education, training and development activities in this part of the country. The vision of MMA is "To be the Fountainhead of World-class Management Excellence in India". Over the past 65 years, MMA has striven for development and nurturing management expertise, combining Indian ethos with International Management thoughts and practices. MMA has contributed immensely to the enhancement of management capability in this part of the country, and in particular Tamil Nadu and Puducherry. MMA has over 7000 corporate houses, industries, professionals, academics and executives on its rolls as members.

MMA annually organises about 700 executive development activities, including seminars for top management with a total participation of forty five thousand executives and Entrepreneurs.

MMA is the largest affiliate association of All India Management Association (AIMA) in the Country and has been adjudged as the Best Management Association in India by AIMA for Twelve times in a row including the "National Excellence Award" for the year 2020-21.

Fee :

MMA Member Fee : (₹1800/- plus + 18% GST)

Non - Member Fee : (₹2250/- (Plus +18% GST))

Registration :

We request you to mail the list of participants to mma@mmachennai.org

**Please await our confirmation and payment advice.*

For more details and clarifications (if any), please feel free to contact :

- Kaushik G- 6374603433
- Gp Capt R Venkataraman (Retd) - 9444700068

Thanks & Regards,

Gp Capt R Vijayakumar (Retd), VSM

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MMA Social Media :



MMA Management Center

