



Analytics in HRM

Companies are trying to attract, retain, and develop employees who can drive business results. Today,, analytics are beginning to drive decisions about people. A growing number of corporate boards, CEOs, and CHROs understand that by applying data-driven tools to improve decisions about talent, they can improve revenues and profits. Corporate leaders are embracing workforce analytics as essential strategic tools that can directly impact financial results. Most HR organizations already collect at least some employee metrics. Linking the relevant ones to business results to understand correlation, causality, and usher in predictability. In our program we answer questions, such as: What are our best recruiting sources if we want to ensure a diverse organization? Absenteeism- is a major expense to most organizations. Getting a handle on it, predicting it and affecting it is important for organizations. Is there any association between BMI and absence, as well as season, work load, distance from work and absence? How effective a recruiting channel is? How to prevent any massive turnover catastrophe? Can we predict which employee will be most likely to stay the longest? Can we reduce talent acquisition cost by predicting which candidate is likely to join and stay back and will work for the company based on the current credentials, demographics, experience?

The best thing about the program is that one can immediately put to use the techniques learnt.



- 1.** Completely interactive and hands-on course
- 2.** Students work with real HR data from Industry
- 3.** Participants are welcome to anonymize their data sets and work with them in the classroom.

About the Course

We have two modules: These are on Machine Learning (ML) and Deep Learning & Natural Language Processing. These modules are totally hands-on and practice based. The program is online, live, and totally interactive. We cover ML&AI techniques using 'No-code' approach. We use the best, highly reputed and industry standard Visual frameworks that generally use drag-and-drop approach to build ML workflows—to process HR data, build models, test them and then deploy for production use. All these tools are open-source, have very liberal licensing policies and can be utilized even with very large data. We fully realize that many of our students are deeply busy in their core professional work and have little time to learn the intricacies of a programming language (such as python or R). And at the same time, they would like to apply power of analytics to assist them in their work.

Visual Tools used

We use KNIME, H2o.ai and Deep Learning Studio. All three have highly intuitive user interface to perform HR analytics. H2O.ai has been named a Visionary in the 2023 Gartner Magic Quadrant. KNIME empowers HR experts to be self-sufficient.

Program duration and venue

The complete program duration is 40-hours. Classes can be held online or in classrooms. In online mode, classes can be held either on appointed weekdays or on Saturdays and Sundays—each class is of 2-hour duration. In classroom mode full day classes are held and these can be held at FORE School of Management, New Delhi. We can also have a mix of offline and online classes.

Program requirements

Students must have access to high-speed Internet (generally available now a days) and a lap-top with minimum of 16gb RAM. All software that we will work with are open-source and freely available. Students will also be provided with Virtual machines that have pre-configured software installed for experimentation.

Target Participants:

The program has applications in a large number of domains. Category of possible participants include Managers, Executives, engineers and decision makers.

Exercises and Projects

There is a heavy emphasis on exercises and projects. Students must experiment and implement systems themselves. Throughout the course students are to undertake several projects. We encourage students to use their organizational data to solve related problems.

Contacts

For any details please feel free to contact either the Program faculty, Prof Ashok K Harnal, at 8750893093 (WhatsApp) or Prof Asif Zameer, Chair, Executive Education at 9871053303 (WhatsApp).

Program Faculty

Prof. Ashok Kumar Harnal



Ashok Kumar Harnal has worked extensively at multiple facets of Big Data Systems—Machine Learning, Deep Learning & NLP, Big-Data storage systems (Hadoop and NoSQL databases), Graph Databases, Streaming Analytics using Apache Spark, Apache Kafka, Confluent and Reinforcement Learning. He has been teaching Big Data technology since around last twelve years. Since last nine years Prof Harnal has been collaborating closely with University of California, Riverside, in a program on taking sessions on Big Data for Executives from around the World. We have trained officers from several organizations including RITES, NABARD, TechMahindra, Punjab National Bank, Central Bank of India and Union Bank of India Presently we are training officers

in one another Bank. What is a matter of pride for us is that many of our students are at very high positions in Industry. We have successfully conducted three programs on Healthcare Analytics; two programs were of three months duration and one of nine months duration. During his stay in Min of Defence, he has executed three country-wide projects on Information Systems: (a) *Raksha-Bhoomi* to computerize land records (as old as 150 years); (b) Knowledge Management of land-title related files/maps in all Defence Estates offices; and (c) Setting up of a Disaster Management organization: Archival Unit and Resource Center (AU&RC), at Delhi and Pune for safe storage of land-title related records in paper and digital forms. He has published two books (both by Tata McGraw-Hill); One on *How to program games on Computers* and the other on *Linux Administration and Applications*. My GitHub site is [here](#).

Prof. Amarnath Mitra



Dr. Amarnath Mitra is working as an Associate Professor in the area of Information Technology and Big Data Analytics at FORE School of Management, New Delhi. Prior to joining FORE, Dr. Mitra worked as Senior Quant Analyst at BioUrja Power LLC (Texas, USA). Dr. Mitra has over five years of industry experience as an analyst and researcher with substantial exposure of working with big & high frequency data and analytics. In academics, Dr. Mitra worked as full-time faculty for over six years in management institutes such as BML Munjal University Gurugram, IMI New Delhi and IBS Hyderabad. As guest/visiting faculty he has taught in several reputed institutions like SIBM Pune, NMIMS Hyderabad, IIT Bhubaneswar among others. Dr. Mitra has taught subjects like Data Science, Predictive Analytics, Business Analytics, Quantitative Methods, Business Research Methods, Operations Research, Econometrics, among others.

About FORE School of Management (FSM)

Foundation for Organizational Research and Education (FORE) is committed to the advancement of Management Education, Research, Training and Consultancy. Incorporated in 1981, as a non-profit institution, FORE has been working with industry and academia for developing new domains of managerial thought and education and contributing to building leaders in today's global business environment.

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Located in the heart of South Delhi, FSM provides contextual learning and helps in the development of students as thinking professionals, who have the ability to meet the future challenges of tomorrow's corporate leaders. The programmes develop multiple skills including managerial decision-making, problem-solving, analytical reasoning, communications, creativity, and innovation. FSM has been designing, developing, and conducting innovative Executive Education (EE)/ Management Development Programmes (MDPs) for working executives in India for over three decades.

FSM takes pride in its professional and high-quality faculty, modern infrastructure, technology, and resources- be it in the fields of General Management, Data Science, Human Resource, Finance, Operations, Marketing, Information Technology, Economics, and International Business.

Customized Training Program

These Programs are designed according to the specific needs of the corporate. The pedagogy used in keeping with the background, experience and aspirations of participants as specified.

Long Duration Training Program(LDPs)

Along with the above, FORE does long-duration programmes like PGPM (Executive Management programme), Big Data Analytics, Marketing Analytics, Healthcare Analytics. These are online or blended programmes of 3 months to 11 months.

Open Training Program (OTPs)

FSM Open Training Programs (MDPs) aim to equip business managers with knowledge, skills, and attitudes for effectively responding to global developments and competitive requirements. The emphasis is on developing the ability to apply learnings efficiently and improve decision-making.

