



# MADRAS SCHOOL OF SOCIAL WORK

( An Autonomous Institution affiliated to the University of Madras )

Accredited by NAAC With "A" Grade

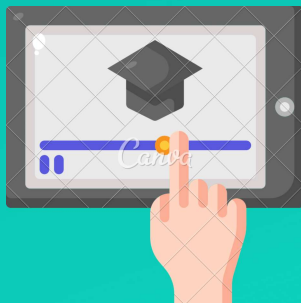
## PG DEPARTMENT OF HUMAN RESOURCE & Organization Development

### Human Resource Analytics – Value added Course - Dasarathi Bhakhavathalam & Ganesh Thambidoria



*HR Analytics Certification is a hybrid basic/intermediate proficiency certificate. You'll learn how data analysts describe, predict, and inform business decisions in Human resources, you'll develop basic data literacy and an analytic mindset that will help you make strategic decisions based on data.*

#### MODULE 1



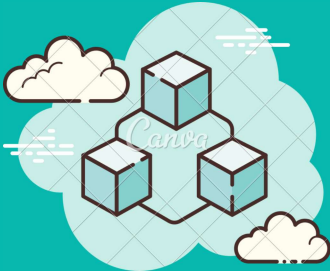
- *Introduction to HR Analytics*
- *Goals of the course*
- *HR Analytics in practice*
- *Case Study 1*
- *Breakout session 1*

#### MODULE 2



- *Introduction to Analytics*
- *Analytics methodologies overview*
- *Analytics tools introduction*
- *Analytics tools and working*
- *Breakout session 2*

### MODULE 3

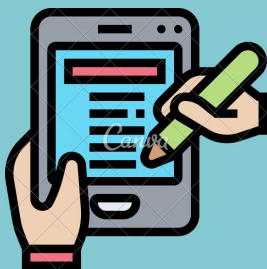


- *R' software for analytics – Introduction*
- *R programming methodology*
- *R programming for HR*
- *Tableau introduction*
- *Case Study 2*
- *Case Study 3*
- *Breakout session 3*

### MODULE 4



- *Analytics Project management basics*
- *HR Analytics project practice*
- *Breakout session 4*
- *One live project session with the team.*



***For Registration***

- **Students can register for the course through the iboss portal of the college website**
- **The course will be conducted every Saturday online**
- **Duration: April 2021 - May 2021**

# Human Resource Analytics – Certification Course

## Introduction :

HR Analytics Certification is a hybrid basic/intermediate proficiency certificate. You'll learn how data analysts describe, predict, and inform business decisions in Human resources, you'll develop basic data literacy and an analytic mindset that will help you make strategic decisions based on data.

## Module 1

- Introduction to HR Analytics
- Goals of the course
- HR Analytics in practice
- Case Study 1
- Breakout session 1

## Module 2

- Introduction to Analytics
- Analytics methodologies overview
- Analytics tools introduction
- Analytics tools and working
- Breakout session 2

## Module 3

- 'R' software for analytics – Introduction
- R programming methodology
- R programming for HR
- Tableau introduction
- Case Study 2
- Case Study 3
- Breakout session 3

## Module 4

- Analytics Project management basics
- HR Analytics project practice
- Breakout session 4
- One live project session with the team.

## **COURSE OUTCOMES:**

- 1. To learn the indicators of analytics**
- 2. To learn the patterns of indicators in HR Analytics**
- 3. To work on cases using various features of Excel and R Programming**
- 4. To learn applications on projects to predict and prescribe solutions using HR-Analytics.**



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**iv COMMUNE**  
Speak Solutions

## CERTIFICATE OF COMPLETION

This is to certify that

Arunmozhi (1915782021002)

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has successfully completed the value added course on  
"HR Analytics" in the month of April 2021.

*S. Sivaranjani*

Ms. Sivaranjani  
(Head Of The Department)

*Nausheen Subhan*

Ms. Nausheen Subhan  
(CEO, Commune)

*Raja Samuel*

Dr. Raja Samuel  
(Principal)



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## Value Added Course Report (APRIL – MAY 2021)

Subject Name: HR ANALYTICS Time: 9am – 5.30pm

SNO	STUDENT NAME	DEPARTMENT	03-04-2021	10-04-2021	17-04-2021	24-04-2021
1	IMRAN R S	MSW A	P	P	P	P
2	MOHAMMAD SHADAAB	MSW A	P	P	P	P
3	SEENIVASAN P	MSW A	P	P	P	P
4	ARUNMOZHI N G	MAHROD	P	P	P	P
5	ASHRUTA R	MAHROD	P	P	P	P
6	BEULAH IRENE JOANNA	MAHROD	P	P	P	P
7	DIVYA BHARATHI S	MAHROD	P	P	P	P
8	DORINA RUTH NITTLA	MAHROD	P	P	P	P
9	HARISH RAGHAVAN	MAHROD	P	P	P	P
10	KEERTHANA B	MAHROD	P	P	P	P
11	NOWSATH ALI M	MAHROD	P	P	P	P
12	PAVITHRA VIJAYARAGHAVAN	MAHROD	P	P	P	P
13	CHRISHTINA R	MAHROD	P	P	P	P
14	KIRTHIKA I	MSW SF	P	P	P	P
15	ADITHIYAN V	MAHROD	P	P	P	P
16	ANIES REBECA D	MAHROD	P	P	P	P
17	BHARAT KUMAR P	MAHROD	P	P	P	P
18	EZRELA JANITA AZARIAH	MAHROD	P	P	P	P
19	JAISHRIYA S	MAHROD	P	P	P	P
20	JAYA ANJANA B S	MAHROD	P	P	P	P
21	MOHAMMED KATHEEM K	MAHROD	P	P	P	P
22	KIRTHANA P J	MAHROD	P	P	P	P
23	PADMAPRIYA R	MAHROD	P	P	P	P
24	POOJA M	MAHROD	P	P	P	P
25	SATHEESH KUMAR	MAHROD	P	P	P	P
26	SHAKTIMA C	MAHROD	P	P	P	P
27	SHRUTHI V	MAHROD	P	P	P	P
28	SUCHITRA A S	MAHROD	P	P	P	P
29	SUSHMA K	MAHROD	P	P	P	P
30	SWETHA	MAHROD	P	P	P	P
31	VARSHINI SIVARAMAKRISHNAN	MAHROD	P	P	P	P
32	VIGNESH B BALASUBRAMANIAN	MAHROD	P	P	P	P
33	KIRUTHIKA K	MAHROD	P	P	P	P
34	SURYA G	MAHROD	P	P	P	P
35	RAKESH	MAHROD	P	P	P	P
36	PRADEEP	MAHROD	P	P	P	P
37	AMRUTHA	MAHROD	P	P	P	P
38	PARVATHI	MAHROD	P	P	P	P
39	ABITHA	MAHROD	P	P	P	P

(PROF. SIVA RANJANI)

HEAD OF DEPARTMENT

MA. HROD