

VALUE ADDED COURSE ON HR ANALYTICS

DATE: 18/08/2018

S.NO	PROGRAMME	TIME
1	MODULE I	9.30AM-11.15AM
2	BREAK I	11.15AM-11.30AM
3	MODULE II	11.30AM-1.00PM
4	LUNCH	1.00PM-2.00PM
5	MODULE III	2.00PM-4.30PM



Value Added Course on HR Analytics

Course contents

- Understanding HR maturity – Operationally reactive to Strategically proactive, HR Measurement Maturity
- Analytics & Business performance – Case studies on Signet, Marriot, Progressive etc., Impact on Business performance
- Analytics as a source of competitive advantage
- Introduction to HR Analytics – Definition, Measurements, Benefits, 3 levels of Analytics (Descriptive, Predictive and Prescriptive)
- Elements of HR Analytics – Logic driven, Segmentation, Integration & Synergy, Risk leverage, Optimization
- HR Analytics model
 - Strategize – Values and Culture, Key strategic themes, creation of HR perspective of Balanced Score Card
 - Quantify – Critical outcomes to business, Cost determinants, Lead and Lag measures
 - Operational Analytics – Statistical analysis, Benchmarking, Trend analysis, Operational reporting
 - Predictive Analytics – Correlation, Regression, Business modelling and Dash boards
- Making an impact with Analytics – Data, Stakeholdering, Analysis, Story telling, Implementation, Embedment
- Usage of excel

Training methodology

Material will be presented by short presentation, case studies, and video clips aided by facilitation, and questioning to get the maximum learning from information presented. Discussion groups/action learning sets will also feature strongly for delegates to be able to share their knowledge and experience with the wider group in both learning about content (the 'what') as well as process (the 'how').

Case studies to be used

1. Google Project Oxygen
2. HBR articles on Analytics
3. Several other case studies

Trainer profile

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Santhanam is a management post graduate and **alumni of IIM Trichy (Gold Medalist)**, Masters in Personnel management and Industrial relations from Madras School of Social Work (**MSSW**) and has **certification** in **Neurolinguistic Programming (NLP)**.

He has two decades of diverse professional experience in different industries like (Manufacturing, Auto, FMCG & Chemical), Companies like **Rane, Perfetti Vanmelle** and work cultures (TQM practicing organizations, Multinational company). Currently he is **Director of M/s Transbiz consulting Pvt.Ltd**

He has played lead roles (such as **HR head, TQM secretariat**, SAP champion, Team lead, Program Head, Safety manager, Facilitator, Trainer and Mentor) in the areas of **Strategic HRM**, Learning & Development (L&D), Strategic Business planning, Safety, **Operational excellence, Total Quality Management**, Performance Management, to enhance leadership capability of talent as well as the organizational capacity to enable business growth. Possesses good experience in implementation of **TQM, 5S, LPS, SPC & TPM** practices in shop floor by closely working with Japanese consultants from **JIPM & JUSE**. Got trained from Prof. Ando, Dr.Washio, Prof. Osada

Some of his career accomplishments are:

- Was instrumental in bringing cultural change at “**Rane**” through “**OD initiatives**” and attain “India-Top-2 position” among auto component industry in Great Place to Work Survey -2013 & 2014
- Partnered in **transformation projects** viz, Strategic workforce planning, Productivity improvement, Strategy accomplishment, Innovation, Competency Building, SAP HCM implementation, Quality improvement
- **TQM secretariat** - led the team of professionals, institutionalized TQM practices through training & handholding and played key role to win coveted Deming Grand Prize(DGP)
- Delivering results to achieve customer delight while serving clients – Wabco, Rane group, Roca Parryware, Mando, GVK industries, ZOHO, Modine, SRF, Yazaki, Nucon Aerospace, Renold chains, JK Fenner,

P.Santhanam

9600066166

Santhanam.krishnan@gmail.com

<https://www.linkedin.com/in/santhanam-p-b91a0ba/>



- MBA from IIM Trichy (Gold Medalist)
- PG diploma in Personnel Management and Industrial relations from Madras School of Social Work
- Certified NLP practitioner
- 20 Years of experience in Human Resource Management, TQM and SHE. Covering Manufacturing, Automobile, Chemical & FMCG industries. Handled Plant and Corporate role.
- Expertise in the areas of OD initiatives, Employee relations, Manpower planning, Productivity improvement, Recruitment, Comp & Benefits, Skill & Competency development, Employee Engagement, Performance Management, Statutory compliance, TEI, Self-managed work teams, Employment Policies & Procedures, SAPHCM, TQM, EMS (ISO 14001), OHSAS 18001 and 5S
- Facilitated more than 100 In-house and external training programmes on **HR competencies**, **Supervisory development**, Labour laws, Performance management system, Manpower planning, Recruitment & selection skills, **Leadership development**, Operators competency development, Business communication, TQM, Problem solving and Safety
- Was instrumental in bringing cultural change through “**OD initiatives**” and attain “India-Top-2 position” among auto component industry in Great Place to Work Survey -2013 & 2014
- Partnered in transformation projects viz, **Manpower productivity** improvement, Competence building, Strategy accomplishment etc.,
- Experienced in creating Standard Operating Procedures and manuals for all HR transactions. Conceptualized & implemented processes like skill index, competency maps, PMS, Reward & Recognition program, **Kaizen culture**, Self-managed work teams etc.,
- Developed **proactive IR** model and institutionalized smooth ER
- Signed Long term settlements with union. Handled unions like CITU, BMS, ULF
- Auditing skills - Experienced in conducting HR audit, Statutory compliance audit, TQM audit, 5S audit, Safety audit, ISO 14001 & OHSAS 18001 audit
- Visiting faculty at leading B Schools such as IIM, MSSW and LIBA. Faculty at RIED (Rane Institute for Employee Development). Trained professionals through ACMA and CII
- Possessing good experience in implementation of TQM, 5S, LPS & TPM practices in shop floor by closely working with Japanese consultants from JIPM & JUSE
- TQM -led the team of professionals, institutionalized TQM practices through training & handholding and played key role to win coveted Deming Grand Prize(DGP)



MADRAS SCHOOL OF SOCIAL WORK

(An Autonomous Institution affiliated to the University of Madras)

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PG DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

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CANDIDATE ATTENDANCE REPORT (2018-2019)

NO.OF.HOURS: 30 HOURS

TIME: 9.00 AM TO 5.00 PM

S.NO	Name of the Student	Department Name	18.08.2018	25.08.2018	01.09.2018	08.09.2018
1	AARUN M	MSW HRM	Present	Present	Present	Present
2	ABINAYA ARUMUGAM	MSW HRM	Present	Present	Present	Present
3	AISHWARYA G	MSW HRM	Present	Present	Present	Present
4	ARJUN KRISHNAN	MSW HRM	Present	Present	Present	Present
5	DEEPIKA C	MSW HRM	Present	Present	Absent	Present
6	DIVYA J	MSW HRM	Present	Present	Present	Present
7	GUMMADI SRUTHI	MSW HRM	Present	Present	Present	Present
8	HELEN CHERUBA R	MSW HRM	Present	Present	Absent	Present
9	HRISHIKESH N S	MA DM	Present	Present	Present	Present
10	KAYALVIZHI J	MAHRM	Present	Present	Present	Present
11	KEERTHIKA S	MAHRM	Present	Present	Present	Present
12	MARIA SHIRLEY J	MAHRM	Present	Present	Present	Present
13	MUSSARET BANU A	MAHRM	Present	Present	Present	Present
14	MYTHILISHATRIYA R S	MAHRM	Present	Present	Present	Present
15	NAVEENA	MAHRM	Present	Present	Present	Present
16	NAVEENA K	MAHRM	Present	Present	Present	Present

17	PAULAMI SHARMA	MAHRM	Present	Present	Present	Present
18	PAVITHRA V	MAHRM	Present	Present	Present	Present
19	PONSEKAR G	MAHRM	Present	Present	Present	Absent
20	RAGHURAM P	MAHRM	Present	Present	Present	Present
21	RAMRAJ S	MAHRM	Present	Present	Present	Present
22	RAMYA G	MAHRM	Present	Present	Present	Present
23	RANGANAYAKI R	MAHRM	Present	Present	Present	Present
24	SAKTHI SHIVANI B	MAHRM	Present	Present	Present	Present
25	SANDHIYA S	MAHRM	Present	Present	Present	Present
26	SANGEETHA M	MAHRM	Present	Present	Present	Present
27	SANJANA NAIR	MAHRM	Present	Present	Present	Present
28	SARANYA V	MAHRM	Present	Present	Present	Present
29	SAYONI MUKHERJEE	MAHRM	Present	Present	Present	Present
30	SHANE JOSEPH RENEUX	MAHRM	Present	Present	Present	Present
31	SRI S	MAHRM	Present	Present	Present	Present
32	SRRUTI S	MAHRM	Present	Present	Present	Present
33	SWEATHA P	MAHRM	Present	Present	Present	Present
34	TEJASHREE UK	MAHRM	Present	Present	Present	Present
35	VAISHAALI R	MAHRM	Present	Present	Present	Present
36	VASANTH D	MAHRM	Present	Present	Present	Present



Signature of the Co-ordinator



Signature of HOD