



**GLOBAL HR**  
Community  
Connect. Learn. Grow

# MEASURING THE SUCCESS OF INVESTMENT MADE IN PEOPLE

A HYBRID WORKSHOP ON HR ANALYTICS



**FACILITATORS**

**RAMESH RANJAN**

Co Founder & CEO of  
Global HR Community

**SREEKANTH K ARIMANITHAYA**

Entrepreneur In Residence and  
CHRO with Machani Group

***“If it isn't measurable,  
It cannot be managed”***  
**-Jack Welch**

## INTRODUCTION

People are the ultimate source of innovation and competitive advantage, In order to leverage maximum employee value and potential, many leading organizations are turning to human capital analytics to gain a deeper understanding of their workforce and improve the quality and credibility of HR decision-making, By leveraging the power of data, HR professionals can leverage HR metrics and analytics in making Effective People Decisions.


Workforce analytics is a diverse collection of data analytic approaches for uncovering unique insights about people in organizations that enable faster, more accurate, and more confident business decision-making.

Rapid developments in technology for managing and analyzing big data have opened up new analytic possibilities to HR, The potential of these new capabilities to improve HR effectiveness is bringing workforce analytics to the forefront of HR executives' minds, In sum, there is a consensus that workforce analytics presents a world of opportunities to improve business effectiveness that we have only begun to explore.

## WHY

- Understand what People Analytics is and how it can help HR increase its strategic value.
- To create a data-driven HR culture In this course, 'participants' will learn what People Analytics is and develop the skills they need to understand and use HR data, reports and metrics in their endeavor to measure their performance.
- 'The business' prefers to talk data, and this course will enable the participants to speak the Business Language.
- It helps in creating value through data by developing a solid foundation on data-driven HR and leverage data to effectively manage the People side of Business and drive better people decisions.
- This program helps HR professionals to remain relevant in the ever-changing HR landscape & the evolving role of HR as a partner to the business.

# LEARNING OBJECTIVES

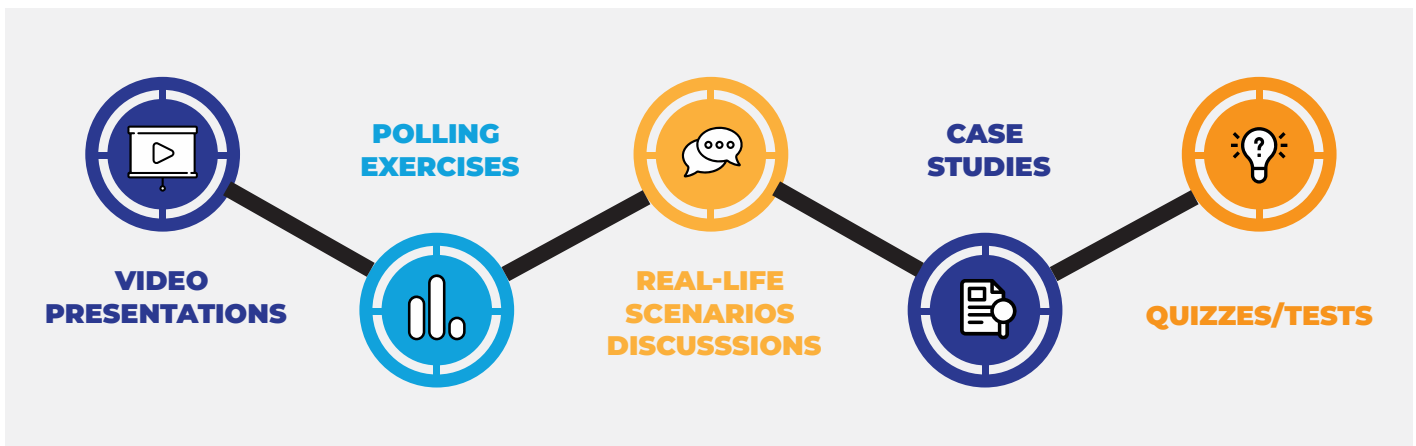
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- Understand what People Analytics is and how it can help HR increase its strategic value
  - Learn to develop and implement a People Analytics Strategy
  - Measuring the success of investment made & measuring POI of Human Capital To create linkage between HR initiatives and its impact on the Business
  - Identify HR Metrics that drive People & Business performance and Learn to align people analytics with the overall business strategy.
  - Use People data as in the input for strategic decision-making and drive better business outcomes.
  - To measure the Performance & Operational efficiency of various HR Offers at each stage of the Employee Life Cycle.
  - How to develop a HR Score Card.
  - How a proactive approach using Predictive Analytics will help organizations stay ahead of competition
  - Demonstrating the credibility and value added by HR.

## TAKE AWAYS

By the end of the course, you'll be in the position to initiate a human capital metrics journey that will help to improve the quality and credibility of your HR decision-making through HR data, metrics and analytics

A Excel Tool / Template measuring 30+ HR Metrics will be provided to the participants

# PROGRAM DELIVERY



## COURSE DURATION

**2 Days | 4 Sessions on 24th -25th May 2024**

**9:30 AM to 5.30 PM**

## MODULES/SESSIONS

- 01** Introduction.
- 02** Evolution of Human Resources Management Creating Strategic Value to Business.
- 03** What is HR Analytics.
- 04** The Strategic HR Metrics That Your CEO Cares About - Going from HR metrics to business metrics - The Difference between metrics and KPIs.
- 05** Total Employee Experience - The HR value chain HR Effectiveness measurement at each stage of the Employee life Cycle.
- 06** Developing a HR Score Card - using Excel - create measurable and impactful metrics to measure HR effectiveness - by participants.
- 07** Analytics Tools.
- 08** Examples of People Analytics in practice.
- 09** Implementing HR Analytics in your Organization - HR skills required for a implementing HR Analytics.

## FOR WHOM? WHO SHOULD ATTEND?

Successful human capital analytics requires collaboration and cooperation between many parts of the organization and this course is suitable for:

- **For data savvy HR Professionals:** HRBPs/ HR Generalists, training and development, talent management, organizational development, workforce planning analysts, compensation & benefits who want to make your organization driven by data
- If you are a committed newcomer starting from scratch and ready to set up an HR analytics function without wasting time trying to figure it out on your own and recognize the need for more data-driven HR policies and practices and want to pioneer this within your organization.
- A Business leader who wants to know how to leverage People and create Economic Value through People & for Measuring the success of investment made in People.
- Financial stakeholders wishing to quantify the potential value of their workforces
- IT specialists responsible for implementing the technologies underpinning their organisation's analytics initiatives

## PROGRAM FEES:

Type	Regular Fees	For GHRC Members (20% Discount)
HR/Business/People Managers	Rs.7500/-	Rs.6000/-
Academicians	Rs.5000/-	Rs.4000/-
Students	Rs.2500/-	Rs.2000/-

GST as applicable will be charged extra

## VENUE

### Physical Venue:



GHRC Office c/o Vajram Antiques & Gardens, 1036 30th main road poornaprajna layout, Uttarahalli Hobli, Bengaluru, Karnataka 560061

Online : Via Zoom

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## WHO WILL YOU LEARN FROM



**RAMESH RANJAN**

Ramesh Ranjan is currently the Co-Founder & CEO of Global HR Community. With over four decades in Human Resources Management, Ramesh Ranjan is a distinguished figure recognized for coaching prowess. Selected in the MG 25 India Coaches group by Dr. Marshall Goldsmith and named one of Silicon India Magazine's SI Top 10 Prominent Leadership Coaches in 2023. He is a mentor at E-Cell, IIT Bombay, fostering startups in Asia's largest business model competition.

With leadership roles in Schneider Electric India, American Power Conversion, Chevron Texaco/Caltex India, Praxair India, Co Systems India, Indian Herbs & ITI, Ranjan brings a wealth of experience. Currently a Professor (HR) at IFIM School of Management and a visiting professor at prestigious institutions in Bangalore and Prague University of Economics & Business.

He is also the Founder & Editor of the award-winning HR Blog/Website, [www.humanengineers.com](http://www.humanengineers.com).

A multifaceted professional, Ranjan has held key roles in NHRD Bangalore Chapter, AMCHAM, and the Round table of HR Directors of Petroleum Companies.

## CO- FACILITATOR



### SREEKANTH K (SREE) ARIMANITHAYA

Entrepreneur In Residence and CHRO with Machani Group, shaping a diverse portfolio of businesses within the Group, while nurturing his own entrepreneurial endeavors.

He is also the Co-Founder of Visara Human Capital Services a leading Human Capital Consulting and Service firm, powered by AI and the Global HR Community a platform designed to bring together HR professionals, people managers, and leaders from diverse functions and industries to connect, collaborate, learn, and contribute. GHRC aims to create a space where members can bring their whole selves to work and celebrate life.

Sreekanth has over 30 years of experience across the service and manufacturing industries. He has a wide range of experience in human resources management, people supply chain management and organizational development, technology leadership and quality management.

He has been the CHRO & Held Leadership positions in EY Global Delivery Services, DXC Technology, CSC India, Computer Associates, Phillips Software, Britannia, GE and worked in Toyota Motor Corporation.

## ABOUT GLOBAL HR COMMUNITY

The Global HR Community (GHRC) is a pioneering initiative designed to unite and build an ecosystem for HR professionals & People Managers across the globe. It creates a dynamic nexus for leaders to Connect, Learn, and Grow together. GHRC serves as a beacon for knowledge exchange, innovation, and collective advancement in the realm of People Management.

The Global HR Community (GHRC) is a Community of HR Practitioners, People Managers, Business Leaders, Academicians, Entrepreneurs, Students and HR Service Providers who want to fulfill their Purpose, pursue their Passion and Optimize their Potential and bring LIFE to Work and aspire to make an impact on the People side of Business.

The platform offers networking opportunities with industry peers, create communities, groups & forum for sharing insights, and specialized discussion groups, all designed to foster healthy connections, discussions & debates for collaborative growth.

It offers unparalleled access to a repository of knowledge, a suite of learning opportunities through GHRC Academy, a comprehensive Directory of HR service providers, an exclusive Job board, and a specialized Store for HR tools and resources.

By nurturing a supportive and dynamic community, we are committed to catalyzing positive change that resonates through the lives of our members, shapes the cultures of our organizations, and extends its impact to the global community.

You can know more about the organisation [www.globalhrcommunity.com](http://www.globalhrcommunity.com)

