

INFOSOFT IT SOLUTIONS

Training | Projects | Placements

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HR ANALYTICS TRAINING

1: Introduction to HR Analytics

- 1 Understanding HR Analytics: Definition, Scope, and Importance
- 2 Evolution of HR Analytics: Historical Perspective
- 3 HR Metrics vs. HR Analytics: Differentiating Concepts
- 4 Benefits and Challenges of HR Analytics Implementation
- 5 HR Analytics in Contemporary Business Environment

2: Data Collection and Management

- 1 Sources of HR Data: Internal and External
- 2 Data Collection Methods: Surveys, Interviews, Observations
- 3 Data Quality Management: Ensuring Accuracy and Reliability
- 4 Data Privacy and Ethics in HR Analytics
- 5 Tools and Technologies for HR Data Management

3: Statistical Foundations for HR Analytics

- 1 Descriptive Statistics: Measures of Central Tendency and Dispersion
- 2 Inferential Statistics: Hypothesis Testing, Correlation, Regression

- 3 Probability Distributions: Normal, Binomial, Poisson
- 4 Sampling Techniques in HR Analytics
- 5 Data Visualization Techniques

4: Predictive Modeling in HR Analytics

- 1 Introduction to Predictive Analytics
- 2 Regression Analysis for HR Predictions
- 3 Classification Techniques: Decision Trees, Random Forests, SVM
- 4 Time Series Analysis for HR Forecasting
- 5 Model Evaluation and Validation

5: Employee Attrition and Retention Analytics

- 1 Understanding Employee Attrition
- 2 Predictive Models for Attrition Risk Assessment
- 3 Factors Influencing Employee Retention
- 4 Retention Strategies based on Analytics Insights
- 5 Case Studies on Attrition and Retention Analytics

6: Talent Acquisition Analytics

- 1 Recruitment Metrics: Time-to-Hire, Cost-per-Hire, Quality-of-Hire
- 2 Predictive Modeling for Candidate Sourcing and Selection
- 3 Applicant Tracking Systems (ATS) and HR Analytics Integration
- 4 Recruitment Channel Analysis
- 5 Optimization Strategies for Talent Acquisition

7: Performance Management Analytics

- 1 Performance Metrics: KPIs, Balanced Scorecard
- 2 Predictive Analytics for Performance Improvement
- 3 Performance Appraisal Data Analysis
- 4 Identifying High Performers and Low Performers
- 5 Feedback and Development Strategies

8: Employee Engagement and Satisfaction Analytics

- 1 Measuring Employee Engagement: Surveys, Feedback Mechanisms
- 2 Factors Affecting Employee Satisfaction
- 3 Sentiment Analysis and Text Mining for Employee Feedback
- 4 Action Planning based on Engagement Analytics
- 5 ROI of Employee Engagement Initiatives

9: Diversity and Inclusion Analytics

- 1 Importance of Diversity and Inclusion in the Workplace
- 2 Metrics for Diversity Measurement
- 3 Analyzing Bias and Discrimination through HR Data
- 4 Inclusive Hiring Practices
- 5 Case Studies on Diversity and Inclusion Analytics

10: HR Analytics Implementation and Case Studies

- 1 Developing an HR Analytics Strategy
- 2 Overcoming Challenges in HR Analytics Implementation
- 3 Change Management in HR Analytics Adoption
- 4 Case Studies: Successful Implementations in Various Industries
- 5 Future Trends in HR Analytics

11: Hands-on Workshops and Projects

- 1 Data Preparation and Cleaning
- 2 Exploratory Data Analysis (EDA)
- 3 Predictive Modeling Exercises
- 4 Interpretation of Analytics Results
- 11.5 Project Presentation and Feedback

12: Advanced Statistical Techniques

- Multivariate Analysis: Regression Analysis, Logistic Regression
- Time Series Analysis
- Survival Analysis
- Cluster Analysis
- Factor Analysis
- Discriminant Analysis
- ANOVA and MANOVA

13 : Data Visualization and Interpretation

- Advanced Data Visualization Techniques using tools like Tableau, Power BI, or Python libraries (Matplotlib, Seaborn)
- Dashboard Design and Interactive Reporting
- Storytelling with Data
- Visualizing Complex HR Metrics and KPIs

14 : Predictive Modeling in HR

- Introduction to Predictive Modeling
- Predictive Modeling Techniques: Decision Trees, Random Forest, Gradient Boosting Machines
- Model Evaluation and Validation
- Feature Engineering and Selection
- Predictive Models for Attrition, Performance, and Talent

15 : Strategic HR Analytics

- Linking HR Analytics to Business Strategy
- HR Analytics for Organizational Development
- Strategic Workforce Planning
- HR Scorecard and Key Performance Indicators (KPIs)
- Ethics and Privacy in HR Analytics

16 : Advanced Tools and Techniques

- Natural Language Processing (NLP) for HR Analytics
- Sentiment Analysis of Employee Feedback
- Text Mining and Text Analytics
- Social Network Analysis
- Advanced Machine Learning Techniques for HR

17 : Case Studies and Practical Applications

- Real-world Case Studies in HR Analytics
- Hands-on Projects using HR Data
- Practical Application of Analytics in Recruitment, Training, Performance Management, and Employee Engagement
- Presentations and Discussions on Analytical Insights

18 : Emerging Trends in HR Analytics

- AI and Machine Learning in HR
- Predictive Analytics for Employee Well-being
- Augmented Analytics
- Continuous Monitoring and Feedback Systems
- Future Directions and Innovations in HR Analytics