EXCELLENCE & INTEGRITY

75 1949 - 2024
ASPIRE BEYOND

XLRi
Xavier School of Management
For the greater good

XLEAD
XLRI Leadership Education and Development

Empowering HR Through Data Analytics ▶

Executive Development Programme in

HR Analytics

(Batch 08)

XLRI Jamshedpur

Reimagine HR Transformations

> The global HR analytics market size is expected to reach
> **USD 14.42 Billion**
> in 2032, growing at a **CAGR of 15.0%** during the forecast period between 2022 and 2032.

GlobeNewswire by notified   EMERGEN

73% of HR leaders and 76% of C-suite leaders believe that their HR team focuses primarily on processes, and 63% of C-suite leaders see HR's role as administrative.

AIHR

91% of HR leaders and 95% of C-suite are excited about the future of HR– but 66% are also concerned about what the future holds.

Sage

71% of companies see people analytics as a high priority, but only 22% are currently applying analytics in HR.
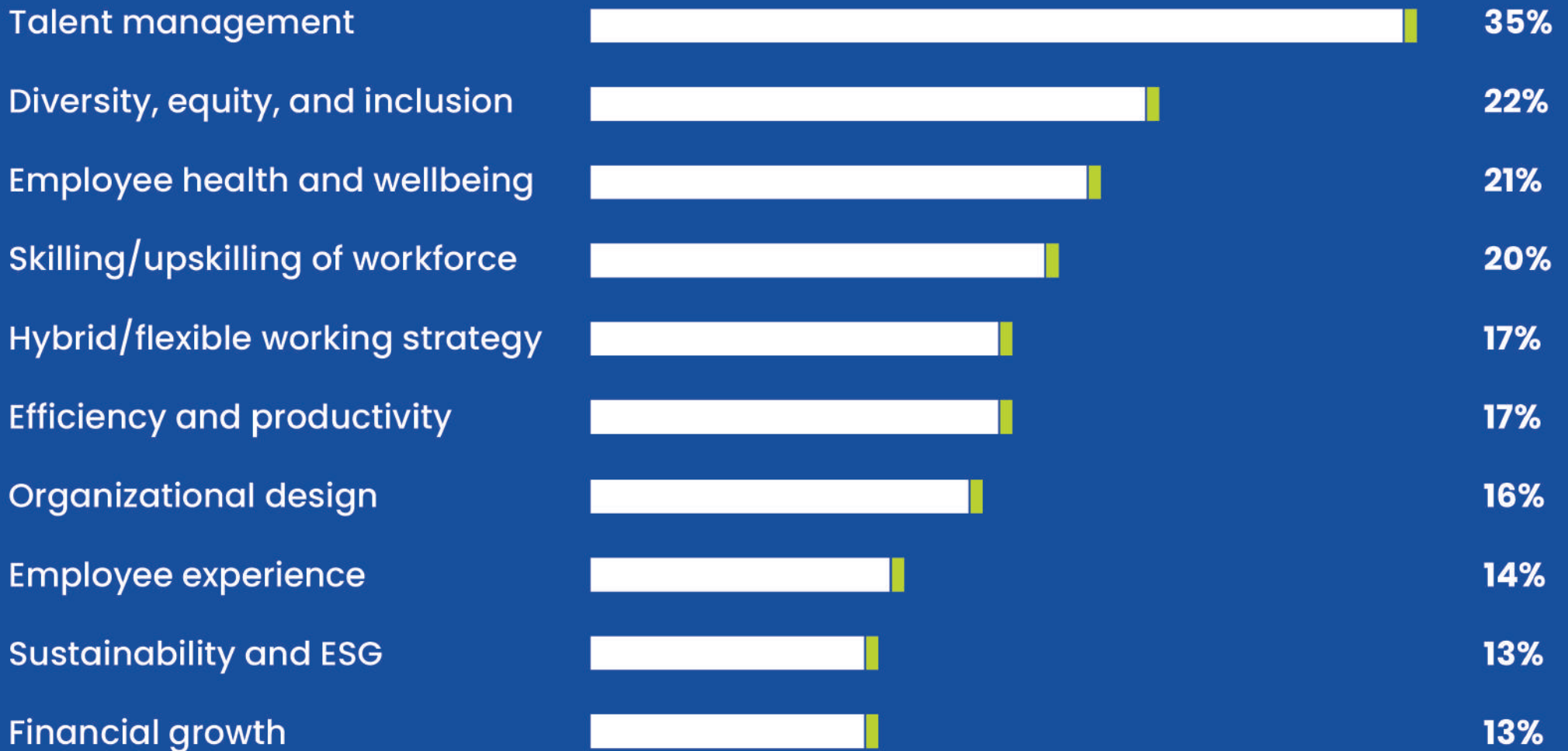
Linked in

67% of HR experts believe AI would have a beneficial impact on the HR analytics market.
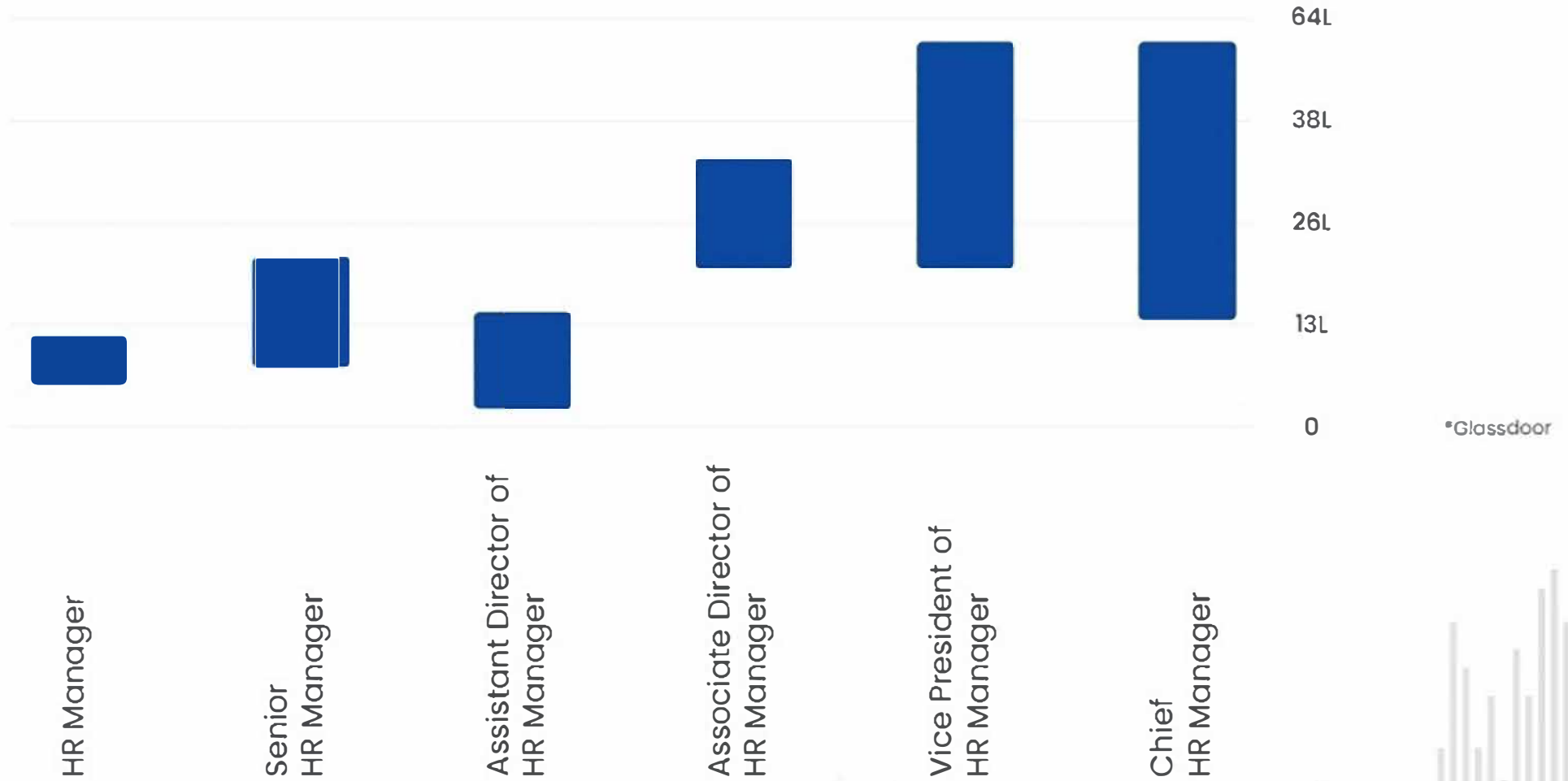
TIDIO

What should be a top priority for HR in 2025?

Priority	Percentage
Talent management	35%
Diversity, equity, and inclusion	22%
Employee health and wellbeing	21%
Skilling/upskilling of workforce	20%
Hybrid/flexible working strategy	17%
Efficiency and productivity	17%
Organizational design	16%
Employee experience	14%
Sustainability and ESG	13%
Financial growth	13%

*SageGroup

HR Career Trajectory

Salary Projections

	64L
	38L
	26L
	13L
	0

HR Manager

Senior HR Manager

Assistant Director of HR Manager

Associate Director of HR Manager

Vice President of HR Manager

Chief HR Manager

Glassdoor

Elevate HR's impact through the strategic application of data analytics with XLRI's groundbreaking course in People Analytics Human Resource Analytics. In a world driven by data, XLRI Jamshedpur recognizes the untapped potential within HR management. This forward-looking programme introduces participants to HR Analytics, covering descriptive, predictive, and prescriptive analytics. The programme employs SPSS and MS Excel for hands-on illustrations in handling substantial datasets. By honing skills in sophisticated statistical tools, participants gain a practical understanding of analytics for effective people management. XLRI empowers professionals to leverage data analytics as a transformative tool, enabling them to navigate complex peoplecentric challenges and devise impactful solutions. Revolutionize HR practices by integrating data-driven insights into the core of human resource management.

This programme from XLRI has been designed to introduce participants to the concepts of HR Analytics and familiarize them with different dimensions like descriptive analytics, predictive analytics and prescriptive analytics.

The programme intends to help participants become proficient

Descriptive HR Analytics ▶

Developing and modifying various HR metrics including proprietary metrics relevant to the organization.

Predictive HR Analytics ▶

Making predictions about various people management decisions based on existing data or newly developed proprietary metrics.

Prescriptive HR Analytics ▶

Making suggestions for future people management decisions based on analytics and ensuring optimum use of investments in human assets.

This course is designed for participants who may not be proficient in maths/statistics. Illustrations will be done using SPSS primarily and through MS Excel initially. This course will help professionals use analytics as a tool to develop a deeper understanding of data and people management and find appropriate solutions to real life people's challenges.
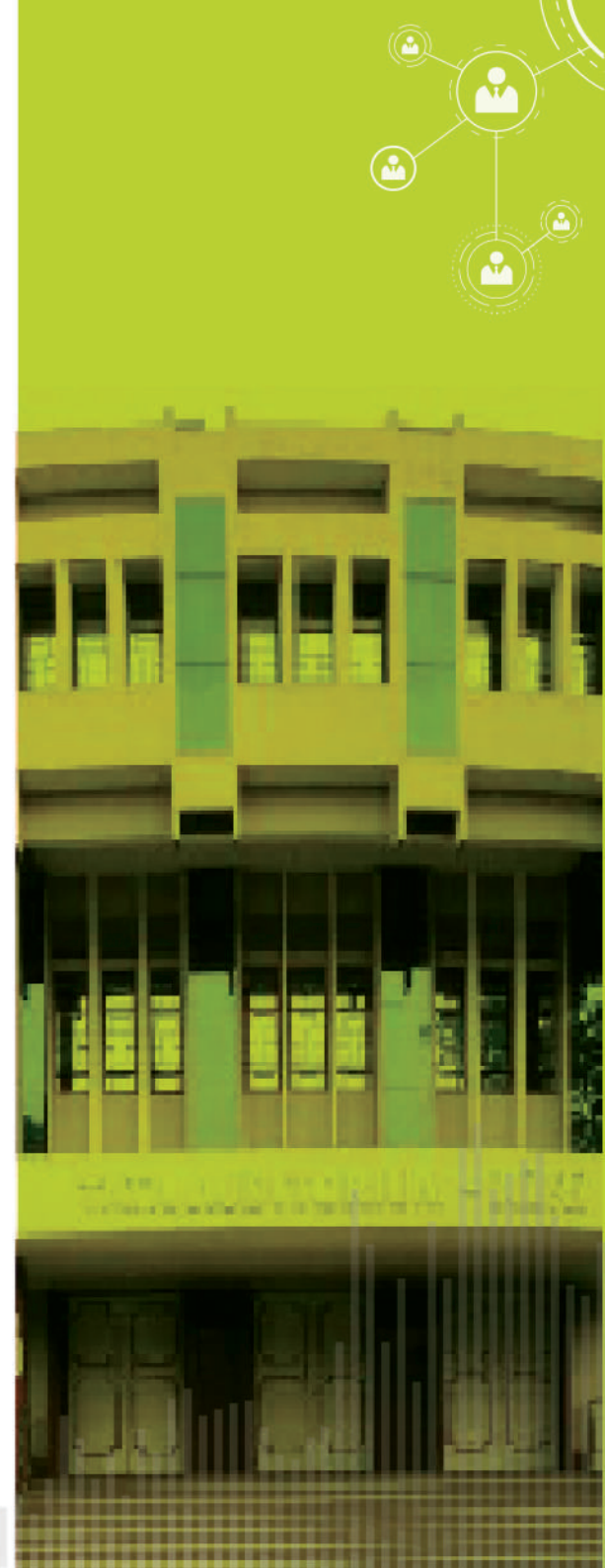
PROGRAMME HIGHLIGHTS

Certificate of Completion from XLRI

Opportunity to earn a Certificate of Completion from XLRI - the best HR institution in India.

Enhance People Management Decisions with HR Analytics

Learn to utilize HR analytics in making better people management decisions in everyday work scenarios.

Real-Time Projects Customized for your Organizational Needs

Opportunity to work on a real time project based on the needs identified within your own organization.

Flexibility to Choose from Various Analytical Packages

Flexibility granted to participants to use analytical packages they are comfortable with, such as SAS, Stata, R, MPlus, and MS Excel with Add-on, etc.

6 days On-Campus

Designed to build cohesion in the batch, encourage peer learning and pave the path to stronger meaningful connections even beyond the program.

Executive Education Alumni Status

Gain Exclusive Executive Education Alumni Status of XLRI Jamshedpur after successful completion of the programme.

KEY LEARNING OUTCOMES

- Enhanced Decision-Making Through HR Analytics.

- Gain SPSS exposure with in-class illustrations.

- Flexibility to use preferred analytical packages (SAS, Stata, R, MPlus, Excel, etc.).

- Descriptive Analytics Mastery - Develop and modify HR metrics.

- Predictive Skills Enhancement - Make informed predictions in HR.

- Prescriptive Decision Competence - Provide strategic suggestions for HR decisions.

TOOLS COVERED

PROGRAMME SYLLABUS

MODULE 1

Introduction to HR Analytics

This module will help you understand the domain of HR analytics and the process of implementing HR analytics in context of evolving HR technologies. For example, how will you identify the concerns related to the scheduled meetings in your organization (duration, effectiveness, challenges, etc.) and make an evidence based decision through a people analytics process. This module will also help you to learn the basic steps involved in designing an appropriate HR analytics project for your experience and exposure.

- Evidence-based Approach
- HR Analytics Continuum
- HR Analytic Process:
  Designing a Project

MODULE 2

Descriptive Analytics

This module focuses on the process of capturing relevant data for HR analytics. The focus will be on questions such as the existing and potential sources of relevant data, data cleaning processes, types of metrics, and the process of developing customized proprietary metrics for your organization during this module. For illustration, you will consider the availability of existing data pertaining to scheduled meetings in your organization and its reliability, segmentation of the available data and modification of the same for making business sense in your organizational context.

- Analytical Foundations of HR Measurement
- Bringing HR and Finance together
- Types of HR Metrics
- Developing Proprietary Metrics for your organization/Issues faced

MODULE 3

Predictive Analytics

By utilizing basic analytical tools, in this module, you will learn to make predictions about the challenges and outcomes of future scheduled meetings in your organization. This module will help you to make predictions such as the meetings that may not commence on time, relative contribution of current talent management practices to the delay in closing the meeting, types of meetings that are difficult to manage etc., based on different types of analysis. Learn qualitative analytical tools – Natural Language Processing– during this module.

- Introduction to Predictive Analytics Tools
- Choosing Predictive Analytic Models for Quantitative Data
- Basic qualitative analytical processes are also introduced during this module

MODULE 4

Prescriptive Analytics

Based on the available predictions, this module will help you to make improvements for the chosen HR analytics theme. The focus of the module is not only on optimization but also on customization of the solutions considering the contextual requirements and limitations associated with them. For illustration, what are the specific precautions you need to take to increase the effectiveness of the meetings in a conservative organization wherein predictive analytics indicate that middle level executives prefer to silently agree with all suggestions by top executives. Prescriptive analytics in this context will also focus on modifications required in associated HR initiatives to ensure:

(a) a free flow of value adding ideas
(b) high engagement levels irrespective of hierarchical levels and
(c) changes in the culture of the organization to a high performing professional one.
Will discuss ONA - Organizational Network Analysis as a part of this module.

Responding to HR Challenges through Prescriptive Analytics

Prescriptive Analytics as a Process to Influence Stakeholders

Contextualized Prescriptions

Optimization through Prescriptive Analytics
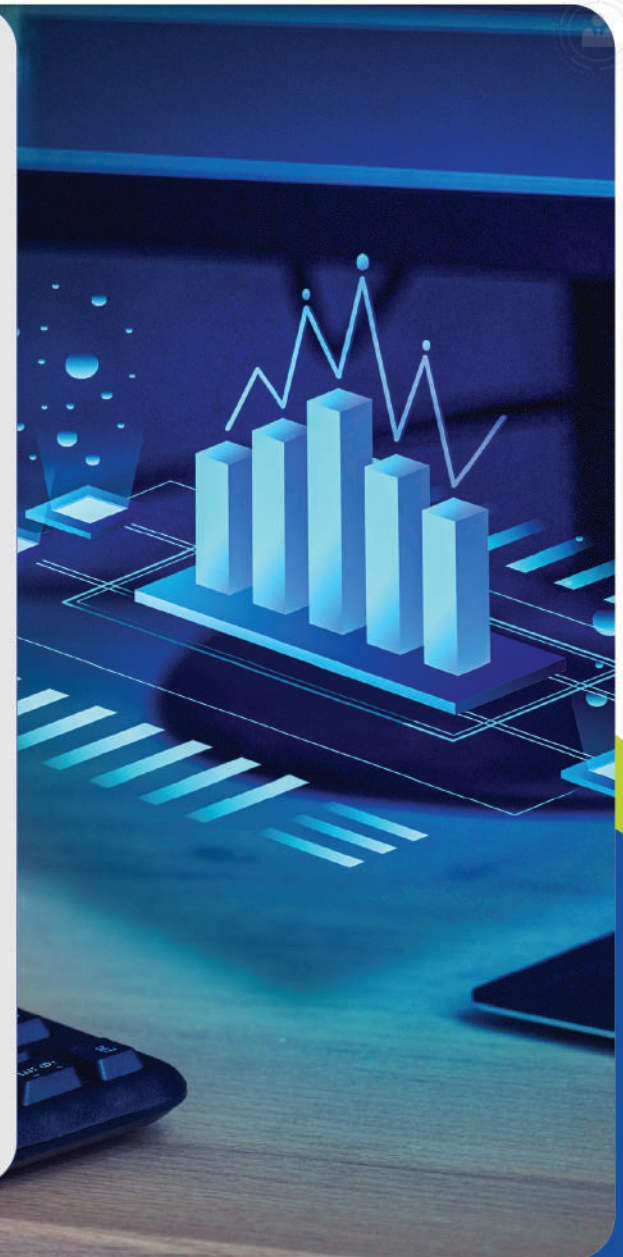
MODULE 5

Project

Illustrations of HR Analytics from Staffing, Training, Performance Management, Leadership, Organizational Culture, OD interventions, Organizational Structure, etc. are covered and discussed across four modules discussed above.

The programme will help you to develop analytical capabilities for evidence-based choices by such as: Prioritizing various talent management initiatives for your organization, Identifying employees with high attrition risk, Comparing potential candidates in terms of their future predicted performance, Modifying steps in staffing by eliminating ineffective steps and introducing value adding initiatives, Relevance of forced distribution appraisal systems in your organizations, Compensation optimization by incorporating employee preferences, Culture fit and corrections across various units/departments of your organization, etc.

Sequencing of Modules: Depending on the comfort level and preference of the entire batch during initial modules, we may follow an integrated approach for module 3&4, wherein analytical processes are typically presented with increasing levels of complexity. Based on the data collected from participants, the time and exposure to various themes mentioned above may get modified to improve the value for the entire batch.

Note: This is an indicative list of course topics and it is subject to change at XLRI's discretion.

PEDAGOGY

Live Lectures (Hybrid Mode)

Case Studies

Analytics Exercises

Experiential Evaluation

Assignments

Peer Group Work

Hand Holding Session

PEDAGOGY

The primary method of instruction will be through LIVE lectures in hybrid mode with interactive offline classes and online sessions that will be beamed via Internet to student desktops/laptops or classrooms. The pedagogy will comprise live lectures, case studies, analytical exercises, experiential evaluation, assignments, presentations in group, peer group work, hand holding sessions, live project presentations and feedback in small groups, imparted and facilitated by XLRI's faculty. Concepts will be explained using examples drawn from real life organizational situations.

This programme focuses on analytics rather than statistics and anyone without stats/maths background are encouraged to apply for the program. While all critical analysis are demonstrated during the program using SPSS, participants are also given youtube video links to refer to statistical analysis in detail and get expertise at their comfort. Participants are free to use any statistical tool (including MS Excel with some add-on) of their choice, while in-class demonstrations are mostly based on SPSS.

Participants, those who have no access to SPSS are recommended to individually procure highly discounted GradPack of SPSS version of their choice starting from US$35 at prevailing rates.

An average participant is expected to be motivated and committed enough to invest three hours beyond live class sessions per week to complete assignments, comprehend shared soft copy materials and apply learning to organisational contexts that they are familiar with.

All enrolled students will also be provided access to the Cloud Campus through which students may access other learning aids, reference materials and assessments, case studies, projects and assignments as appropriate. Throughout the duration of the course, students will have the flexibility to reach out to the professors, real time during the class or offline via the Cloud Campus to raise questions and clear their doubts. Assignments are provided for most of the important topics for experiential learning and participants are expected to clarify the doubts and concerns faced while completing the assignments during the initial stages of the next session itself to facilitate timely and systematic learning.

ASSESSMENT

A minimum of 75% attendance to the LIVE lectures is a prerequisite for the successful completion of this program. There are periodic evaluations built in throughout the duration of the course. These may be in the form of a quiz, experiential assignments, project, case studies or other objective/subjective assessments. The evaluations are designed ensure continuous student engagement with the course and encourage learning. The main objective of the assignment and projects will be to help participants apply their conceptual learning from the programme to actual organizational decision-making scenarios.

Participants are expected to choose an analytic theme relevant to their work context and ensure access to required data for analysis. Participants will implement HR analytic process discussed during the program and demonstrate the ability to address various stakeholder concerns as a part of the final project presented during the second campus visit to XLRI. All participants will receive feedback and suggestions for improvement from faculty and other participants, to continue both their individual and organizational journey towards HR analytic maturity.

Passing qualification for the program will be based on:

(a) attendance requirement
(b) mandatory number of experiential assignment submissions
(c) project submission

HR HUMAN RESOURCES MANAGEMENT

PROGRAMME CERTIFICATION

After the payment of all due fees and upon satisfying the requisite attendance criteria of **75%** and clearing the evaluation criteria, participants will be awarded a **certificate of completion** from **XLRI Jamshedpur.** Participants who are unable to meet the evaluation criteria but have the requisite attendance will be awarded a **certificate of participation.**

PROGRAMME DETAILS

Duration	8-9 Months
Delivery	Direct to Device (D2D)
Application Closure Date	10th May 2025
Commencement Date	21st – 23rd June 2025
Session Timings	Saturday, 6.30 pm to 9.30 pm

On-Campus Component

This programme includes 6 days of on-campus immersion in two phases, the dates for which shall be informed to the participants well in advance. Attendance to the on-campus module is MANDATORY for all participants. The on-campus modules are subjected to the conditions that prevail at the point in time. No recording of Project presentations due to its confidential nature.

ELIGIBILITY CRITERIA

Qualifications:

- For Indian Participants - Graduates (10+2+3) or Diploma Holders (only 10+2+3) from a recognized university (UGC/AICTE/DEC/AIU/State Government) in any discipline.
- For International Participants - Graduation or equivalent degree from any recognized University or Institution in their respective country.

Experience:

- HR professionals with a minimum of 2 years of work experience in the field of HR.
- Non-HR professionals should have a minimum of 5 years of overall work experience.

* XLRI & Jaro Education reserves the rights to cancel the candidature of any candidate at any point during the Programme for any misconduct or misleading information.

Who Should Apply?

- HR Business Partners, Generalists and Consultants who routinely need to analyze people related data to be able to provide meaningful inputs to improve people and performance management.
- Talent Managers, L&LD and OD Professionals who are tasked with talent acquisition, management, development and retention and have to rely on analytics to help them increase operational efficiencies.
- Other HR Executives who have an ever increasing need to use HR analytics tools to drive better HR management practices address people challenges.
- Non HR Executives with analytical aptitude who are interested in and want to embark on a career in the HR domain.

PROGRAMME FEE DETAILS

Fee Structure

Application Fee
- **INR 2500/- + GST** (non-refundable)

Total Programme Fee
- **INR 2,00,000/- + GST**

Alumni Registration Fee
- **INR 20,000/- + GST**

Note:
- The registration link will be shared only with the candidates who successfully complete the programme.
- The Institute has the right to change the fee & benefits as per institute guidelines without any prior notice.
- Flexible Financing Available through the Jaro Education platform and XLRI is not liable for it.

INSTALMENT PATTERN

Instalment 1: INR 70,000/- + GST
(On or before Registration Date)

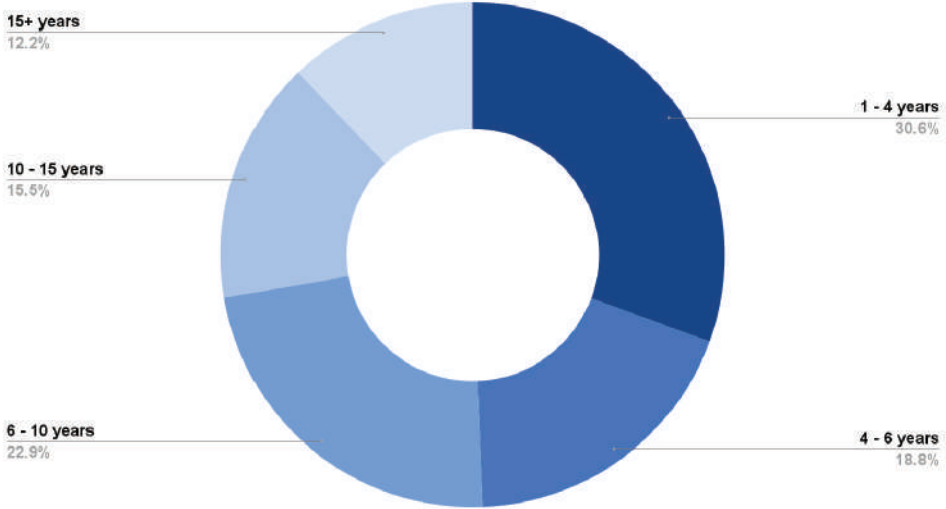**Instalment 2**: INR 70,000/- + GST
(On or before Programme Commencement)

Instalment 3: INR 60,000/- + GST
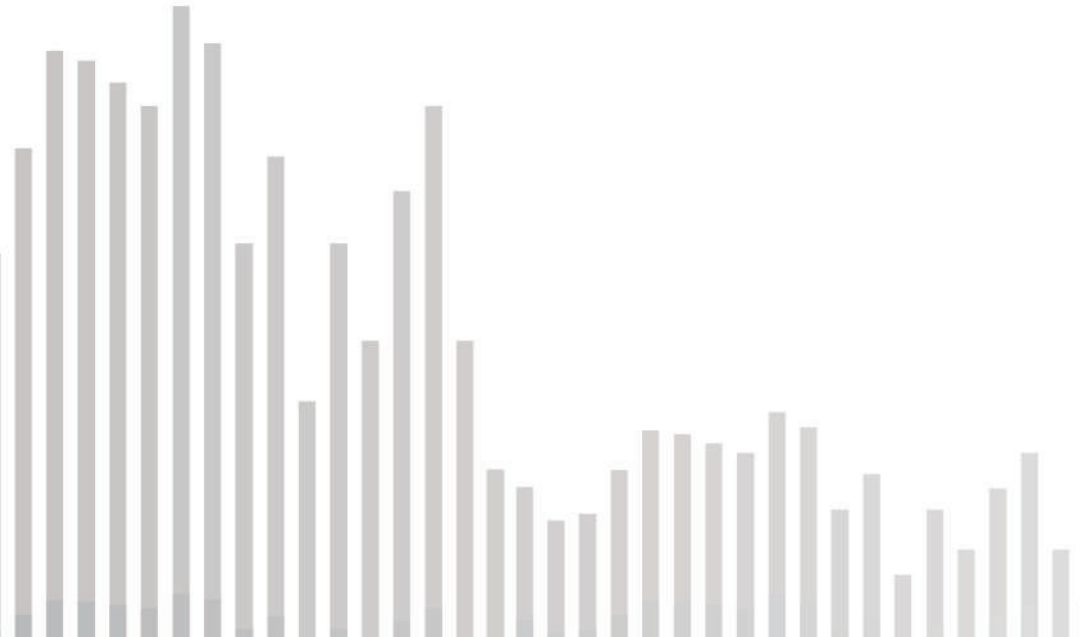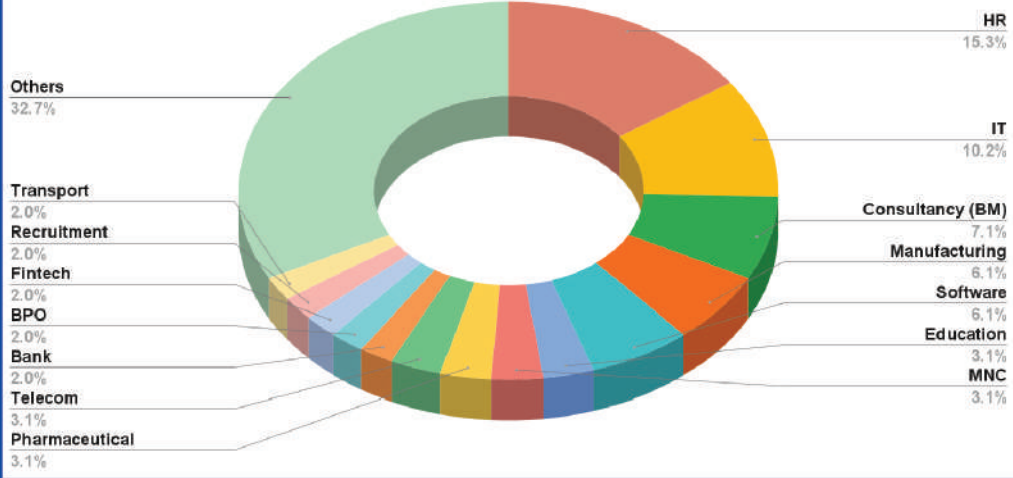(After 3 Months of Programme Commencement)

RECENT BATCH ANALYSIS

Work Experience

- **15+ years** 12.2%
- **10 - 15 years** 15.5%
- **6 - 10 years** 22.9%
- **1 - 4 years** 30.6%
- **4 - 6 years** 18.8%

Industry-wise Bifurcation

- **Others** 32.7%
- **Transport** 2.0%
- **Recruitment** 2.0%
- **Fintech** 2.0%
- **BPO** 2.0%
- **Bank** 2.0%
- **Telecom** 3.1%
- **Pharmaceutical** 3.1%
- **HR** 15.3%
- **IT** 10.2%
- **Consultancy (BM)** 7.1%
- **Manufacturing** 6.1%
- **Software** 6.1%
- **Education** 3.1%
- **MNC** 3.1%

Top Companies Where Our Alumni Are Working

- Google
- McKinsey & Company
- accenture
- Deloitte.
- Capgemini
- cognizant
- standard chartered
- S&P Global
- tcs TATA CONSULTANCY SERVICES

Top Profiles of Our Alumni

- HR Head
- Director
- Vice President (VP) - HR
- Senior HR Business Partner (HRBP)
- Manager - Human Resources (HR)
- Manager - HRBP
- Senior Manager - HR
- Lead Recruiter
- Talent Acquisition Manager
- Principal HR

Prof. Gloryson R B Chalil

FPM (IIM Bangalore), PGDM (PM&HR) and MLL&LW (Symbiosis)

Dr. Gloryson R B Chalil, a Fellow from IIM Bangalore teaches electives such as Strategic HRM, Organizational Change and Development, and other core courses at XLRI. He worked in three different sectors (Agriculture, Manufacturing and IT) as the in charge of HR department and is also involved in various consulting assignments with government and corporate sectors.

As one of the pioneers in evidence-based decision making in HR function, Dr. Chalil is offering Management Development Program in People Analytics at XLRI from 2014 onwards. Thousands of HR professionals learned the basics of HR analytics from him through various certification programs, corporate training programs and conferences and contributing towards a data based decision making in organizations such as RBI, NTPC, IOC, PowerGrid and various other top private sector firms.

Established in 1949 by Fr Quinn Enright, S.J., Xavier Labor Relations Institute (XLRI), one of India's oldest management institutes, has evolved into a global hub for business education. Nestled in Jamshedpur, the 'steel city,' XLRI boasts a rich legacy spanning over six decades. XLRI with its single vision of Magis, i.e., pursuit of excellence, focuses on three areas: academic excellence, personal values and social concern. XLRI spares no effort to make its curriculum world-class and deliver it in the most effective manner. It constantly scans the developments in business and in society and tries to pro-act to meet the challenges. Its world-class faculty with its commitment and deep sense of service delivers the curriculum very effectively. Recognized internationally, it ranks 9th among Indian management schools (NIRF 2024), with alumni showcasing responsible business leadership worldwide. Accredited by AACSB and AMBA, XLRI stands tall with a 100% placement record, reinforcing its commitment to excellence in management education.

Consistently being acknowledged as the Best "HR Course" in Asia–Pacific, it has also been recognized for its research acumen by the London Business School and is ranked among top 5 research schools in India cutting across management and technical institutes. For more details, visit www.xlri.ac.in. XLRI features consistently among the top 5 business schools of the country. In 2012 XLRI was ranked No. 4 among top 75 B-schools in India across Private and Government sector by Outlook India. Among other rankings, it was ranked #1 among top private B-schools in India by IIRF Ranking 2024 and #5 among top B-schools for Masters in Management by QS World Ranking 2024.

CAREER ASSISTANCE BY JARO EDUCATION

Resume Building

Our service comprises the meticulous creation and refinement of resumes, aligning them with corporate standards to ensure they reflect your skills and achievements. Through expert resume optimization, we enhance your professional narrative and craft an ATS-friendly resume to stand out in a competitive landscape.

LinkedIn Profile Optimization

We offer tailored suggestions for elevating your LinkedIn profile, strategically designed to maximize visibility and foster meaningful connections with industry leaders. Our approach ensures that your online presence resonates with the professionalism and expertise that defines your careertrajectory.

Career Enhancement Sessions

Our exclusive Jaro Connect platform provides corporate engagements with access to immersive bootcamps and masterclasses on the latest industry trends, led by esteemed experts. This empowers the participants to stay abreast of evolving market dynamics while honing their professional competencies, ensuring they thrive in today's fast-paced business environment.

ABOUT JARO EDUCATION

3,50,000+
Career Transformed

150+
Programs from Diverse Domains

30+
World's Leading Academic Partners

23+
Learning Centres across India, USA & Singapore

18+
Top NIRF Ranked Indian Institutes & Universities

10+
Top QS Ranked Global Institutes & Universities

Jaro Education is an edtech pioneer and online higher education company that specialises in executive education, serving as a liaison between the world's leading universities and institutes to create online and technology-driven programs. The company provides a quality bucket of online executive education programs catering to domains such as Doctorate & Ph.D., Analytics & Data Science, Management, Finance, etc., from renowned national and international institutions to meet the needs of working professionals. Our goal is to foster the growth of entrepreneurs and professionals at all levels, from entry-level to C-Suite, through world-class executive education programs.

e-India Awards
The Best ICT Enabled Higher Education Institute Award

Educational Excellence Awards
Most Innovation & Successful online MBA Program in India

MODI Awards
Outstanding Contribution in Online Education

ABP Education Awards
Best Digital Learning Innovation Award

World HRD Congress
National Best Employer Accolade

World HRD Congress
Edtech Leadership Awards

Outlook Business Icon Awards 2023
India's Most Trusted Online Higher Education Company

jaro education

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MS. PRIYA RATHOD

📞 +91-8433740178

✉ priya.rathod@jaro.in

🌐 www.jaroeducation.com

JARO EDUCATION'S PRESENCE

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