Certification in HR Analytics

HR analytics, also called talent analytics, is the application of considerable data mining and business analytics techniques to human resources data. The goal of human resources analytics is to provide an organization with insights for effectively managing employees so that business goals can be reached quickly and efficiently.

The challenge of human resources analytics is to identify what data should be captured and how to use the data to model and predict capabilities so the organization gets an optimal return on investment on its human capital.

HR analytics does not only deal with gathering data on employee efficiency. Instead, it aims to provide insight into each process by gathering data and then using it to make relevant decisions about how to improve the processes.

Some larger companies are addressing this HR analytics talent shortage by hiring Big Data Architect/Analyst or data scientists to work in human resources.

The course focuses on practical, proven, leading-edge techniques and strategies that both new and experienced individual can begin to use immediately with success.

You'll learn how to:

Build, Deliver, Orchestrate, Engage, Use, Reinforce, Choose, Facilitate, Transfer, Plan, Apply, and much more…

METHODOLOGY

Since it is a distance learning scheme large part of the course will be covered by reading material and distant coaching. There will be a comprehensive fieldwork to make students understand the nitty-gritty of test construction, test administration and test interpretation.

Diploma will be awarded only when they are able to clear all the requirements satisfactorily.

Those who fail to complete the diploma in six months will be given two-mare chances of two months each to clear without paying any additional fee. After that, they will have to re-register by paying a fee to be determined from time to time. But it will not be more than 50% of the original fee charged in the beginning of the course.

The entire course will have the following 5(Five) modules.

MODULES TO BE COVERED IN THE COURSE

MODULE – 1. Human Analytics

1) Analytics used in other Business Areas
2) HR Analytics – Definition and function
3) Evolution of HR analytics
4) Current Areas & benefits - HR Analytics usage
5) Key Levels of HR Analytics

MODULE-2. Strategize

1) Linking HR to Business Drivers
2) The HR Business Framework
3) Balance Scorecard
4) Strategy Maps

MODULE-3. Quantify

1) Strategy Themes
2) Linking HR Objectives with Lead and Lag Indicators
3) The Balance Scorecard Approach
4) Lag Indicators
5) Lead Indicators

MODULE-4. Operational Analysis

1) Charts and Trend Analysis
2) Statistical Analysis

3) Benchmarking
4) Operational Reporting
5) HR Dash boards

MODULE-5. Predictive Analysis

1) Predictive Analytics
2) Correlation
3) Business modeling and Regression

DIPLOMA CERTIFICATION

Successful completion and assessment will lead you to become a **Certified HR Analytics.** Certified HR Analytics is a Diploma Certification by Salahkaar Consultants.

DURATION
3 Months

FEES
For Indian Resident: Rs. 17000
For Foreign Resident: USD 500