

IIM

R O H T A K

EXECUTIVE PROGRAM IN

STRATEGIC HUMAN RESOURCES APPLIED ANALYTICS



ABOUT IIM ROHTAK

Indian Institute of Management Rohtak is the IIM established by the Ministry of HRD, Government of India by IIM Act 2017. IIM Rohtak is an institute of national importance as per Ministry of HRD, Government of India.

Established in 2009, Indian Institute of Management Rohtak is a benchmark for top management education in India with a vision to become a global leader in due course. The institute has an enlightened and progressive leadership, acclaimed faculty members, extensive infrastructure and robust teaching pedagogy in place. It continues to impart knowledge in the management domain with a unique cross-functional perspective to prepare future leaders who can manage and create powerful organizations. To realize the vision of the Institute, IIM Rohtak is providing world-class education in management not only through full-time and regular programmes but also through various long duration and short duration programmes.

Located within the National Capital Region (NCR) of India, IIM Rohtak is 90 minutes from Delhi international airport. The state-of-the-art campus spread over an area of 200 acres is strategically located on National Highway - 10 and is well connected to Delhi.

IIM Rohtak has been ranked amongst the top five IIMs in research. Institute offers a dynamic environment for high-quality research in all functional areas of management that will benefit various segments of the business and society.



PROF. DHEERAJ P. SHARMA
DIRECTOR, IIM ROHTAK

I am committed to providing to our faculty, staff, students, and other members of IIM Rohtak community a thriving culture that not only results in increased productivity but also fosters camaraderie and institute spirit. I invoke the ancient traditions of India to guide us to treat our work as worship so that we strive not for “work life balance” but for “work life integration”. I believe that IIM Rohtak culture that stems from our ancient traditions will produce scholars, managers, professors, and policy-makers who will exhibit superior work-ethic, high commitment, impervious focus, extraordinary decisiveness, strong persistence and positive attitude.

ABOUT UPTOP

The speedy pace of universal revolution compels working professionals not only to gain mastery in current trends, digital transformations and platforms but also to be able to connect that knowledge to their daily job. The ability to adapt and learn evolving trends can often unlock the next step in career advancement.

We are a dedicated platform for working professionals to help them to adapt, overcome, improvise and stay UP on the TOP as continuous learning is the key to maintaining a competitive edge and achieve rapid career growth.

The concept is just not to offer rapid executives development programs but to make professionals self-aware about different career stages and the need of continued development also helping working professionals to self-realize the essential of filling the gaps to have a swift career growth.

The principle of executive education is not to follow traditional learnings but welcoming the right set of combinations in the development programs well aligned with the industry needs.

We do believe that the executive programs cannot be uniform or traditional but have to be aligned with emerging industry inclinations as executives require highly actionable insights, frameworks, and strategies to apply in their own roles and processes which will empower them to meaningfully contribute to the success of their organizations and to their career growth.

PROGRAM OVERVIEW

IIM Rohtak Executive Program in Strategic Human Resources Applied Analytics is a must for professionals who want to embrace digital disruption, adopt new techniques, and use tools that adapt to increasingly agile environments and wanted to have transitioned to Human Capital.

The program focuses on how to Strategically manage Human Capital, how in-time and efficient HR projects delivery can accelerate, Human Capital alignment with business goals, People analytics, and industry-relevant knowledge will help you dive into Strategic Human Resources management minimize employee turnover, drive business values. Learn through HR Analytics tools like SPSS, Tableau, R.

BENEFITS OF HR ANALYTICS



KEY HIGHLIGHTS



Certifications from IIM ROHTAK



Give a boost to your career with IIM brand name



Curated by the experienced faculty at IIM Rohtak



HR Analytics to complement Management decisions



Learning from case studies of HR Management and Analytics



Accelerating your career with the latest concepts in HR



Acquire skills in Leadership, Analysis, Change management process



Case-based pedagogy with practical sessions



Learn advanced strategic Human Resources Management Applied analytics skills

TOOLS COVERED



Advanced
Excel



PROGRAM CURRICULUM



INTRODUCTION TO A STRATEGIC PERSPECTIVE OF ANALYTICS

- Aligning HR Analytics & Organization Strategies
- Class Simulations and class exercises
- Manpower succession planning
- Training design, Investments and effectiveness



DIVERSITY METRICS

- Workforce diversity index
- Gender mix
- Differently abled index
- Implementation challenges



HR AUDITS & BENCHMARKING

- HR Audit Process
- Recruitment and Selection Process Audit
- Employee administration process audit
- Computer based data management system audit
- Statutory compliance audit
- HR Audit Measures
- HR auditing as a tool of HR valuations



TRAINING & DEVELOPMENT METRICS

- Percentage of employee trained
- Internally and externally trained
- Training hours and cost per employee, ROI calculation
- Performance management for goal alignment development
- Reward and compensation designing



CAREER PROGRESSION & WORKFORCE DEPLOYMENT METRICS

- Employees per manager
- Employee service profiling
- Workforce age profiling
- Workforce service profiling
- Churn over index
- Separation clearance time



TALENT RETENTION METRICS & TALENT ANALYTICS MATURITY MODEL

- Retention index
- Voluntary and involuntary turnover
- Turnover by department, grades, performance, and service tenure
- Internal hired index



RECRUITMENT METRICS

- Fill-up ratio, Time to Hire, Cost per hire
- Early turnover, Termination during probation
- Channel efficiency mix in terms of Direct hires, Employee referral hires, Agency hires & Lateral hires
- Offer reject and renege, Fulfilment ratio, Quality of hire
- Recruitment to HR cost



HR METRICS DASHBOARD USING EXCEL

- Process of development of dashboard
- Essential criteria
- Leading and lagging indicators
- Selection of appropriate metrics
- Sources of data



KPI DASHBOARD USING EXCEL

- Criteria of creating KPI Dashboard
- Creating a sales KPI Dashboard through 9 Box Grid

PROGRAM CURRICULUM



HR KPI SCORECARD USING EXCEL

- Calculating HR KPI
- Scorecard based on recruitment, training and development



TECHNOLOGY AND HUMAN DIMENSION

- Sensemaking of digital revolution: AI, Big Data, Augmented Reality, Automation
- Managerial competencies required in digital
- Deep Thinking



EMPLOYEE GAMIFICATION

- What is gamification
- Why companies use gamification
- How gamification can help in recruitment and selection
- What is employee engagement
- Employee engagement survey
- Use of gamification in employee engagement



HR BALANCED SCORECARD

- Fill-up ratio, Time to Hire, Cost per hire
- Early turnover, Termination during probation
- Channel efficiency mix in terms of Direct hires, Employee referral hires, Agency hires & Lateral hires
- Offer reject and renege, Fulfilment ratio, Quality of hire
- Recruitment to HR cost



HR BUSINESS PARTNER

- HR Manager as business partner
- Alignment analysis framework – horizontal Fit and Vertical Fit
- Horizontal fit – balanced score card framework
- HRM role to manage VUCA environment
- Some important Labour laws and their impact on business



ADVANCED HR ANALYTICS FOR DECISION MAKING

- Regional and country level differences in turnover data
- Predicting individual and team turnovers
- Turnover costs for business implications
- Selection decisions from previous performance data
- Predictive modelling of individual and team performance
- Identifying flight-risk candidates
- Process of report generation



DEVELOPING HR ANALYTICS UNIT

- Go to market model
- Developmental model
- Structure, team, stakeholders/sponsor/champion
- Analytics culture
- Working with consultant/coaches



LEADERSHIP & CHANGE MANAGE

- Designing development centers
- Developing competency framework
- Transactional and Transformational Leadership
- Understanding and mapping leadership styles
- Motivating and engaging employees
- Leadership development



STRATEGY MANAGEMENT

- Strategy Formulations
- Industry level analysis
- Value chain analysis
- Business and corporate analysis



HR CORPORATE STRATEGIES

- HRM issues in turnaround management – Asset retrenchment and revival
- Managing expatriation and repatriation challenges
- Issues in global productions chains
- Conglomerates versus standalone business HRM issues
- Understanding Financial statements and costing concepts

PROGRAM FACULTY



Dr. Agrata Pandey

Fellow IIM Indore



Dr. Koustab Ghosh

Ph.D. (VGSOM, IIT Kharagpur)



Dr. Ankur Jain

Ph.D: IIM Banglore



Dr. Sanket Sunand Dash

Fellow IIM Ahmedabad



Dr. Pooja Patnaik

IIT Delhi Kharagpur



Dr. Rama Shankar Yadav

IIM Rohtak

WALL OF ACHIEVEMENT

On successful completion of the program you'll be awarded by the certificate from the IIM Rohtak.



PROGRAM DETAILS

Admissions Closing

Slot 1 : 30th Sept (30 Seats)

Slot 2 : 1st Oct - 31st oct (20 Seats)

Slot 3 : 1st Nov - 11th Dec (10 Seats)

Duration

3 to 4 Months

Format

50 hours Live Interactive Sessions

Program Fee

INR 60,000 + GST (Pay in 3 easy EMI's)

Program Innaguration

11th Dec, 2022

Eligibility Criteria

Graduate (10+2+3) in any stream from recognised university.

Attendance

Minimum 70% attendance is mandatory for successful completion of the program.

Evaluation

Performance of participants will be monitored through continuous evaluation on assessments, quizzes & project work. No end course exams will be conducted.

There will be 2 days of on-campus learning towards the end of the programme at IIM Rohtak.

The in-campus modules are subject to the conditions that prevail at that point of time. These conditions pertain to the pandemic or other unavoidable reasons. In case the on-campus module is not confirmed due to COVID-19 situation, the same will be included in the total number of online sessions.

(Campus Visit charges are over and above.)

- Single Occupancy with all meals INR* 4,130/- per participant/ per day (inclusive of all charges)
- Double Occupancy with all meals INR* 2,950/- per participant/ per day (inclusive of all charges)
- Meals cost for those participants who do not want accommodation INR* 2,360/- per participant (inclusive of all charges)

HOW TO APPLY



In collaboration with

upTop
Adapt by Learning

Universal Potential Talent Optimization Platform

Sec 44, Gurgaon, 122003 India

  Info@uptop.in

 96675 97054 / 89501 49198

 89501 49198

Note- upTop is the authorized admission partner for this program for IIM Rohtak.

All the sessions will be delivered in the English language only.