St Joseph's Institute of Management & NHRD Bangalore Chapter

Certificate Course in
HR Analytics for Business Performance

Empowering HR professionals to drive business
performance with data

Duration: 8 weeks | **Time:** 6 hours/week | **Format:** Live-Online | **Date:** August 2 - September 28, 2025

About SJIM

Welcome to St. Joseph's Institute of Management (SJIM) one of India's premier B-schools overseen by the Jesuits. Boasting a remarkable fifty-year legacy SJIM's vision is centred on nurturing responsible business leaders of unwavering integrity, ethical conduct, and a strong commitment to society and the environment. SJIM is approved by the AICTE and NBA and is a member of AACSB International. SJIM ranks among the top 125 B-schools in India according to NIRF and the second outstanding B-school of excellence in India by CSR-GHRDC in 2022.

About NHRD

National HRD Network is committed to the development of human resources through education, training, research and experience sharing. Established nearly four decades ago. NHRD is an autonomous, non-profit, professionally managed organization, playing the catalyst role in grooming Leaders for tomorrow.

Course Objective

In a world driven by data, HR is no exception. This course empowers HR professionals to become Citizen Data Scientists—equipping them with the analytical mindset and tools to assess, predict, and optimize business performance through data-driven HR strategies.

By becoming more analytical, the manager will find more meaning in the job that is being done; by acquiring more analytical skills, the manager will perform more competently and with self-determination; and finally, what the manager does will impact business performance.

A Citizen Data Scientist in the organization will bring expertise in a specific business area, leverage data analysis tools and techniques to extract meaningful insights and make data-driven decisions without necessarily having a formal data science background.

Key details

What You Will Learn:

- Use data to measure and improve employee engagement.
- Predict and reduce employee attrition.
- Measure training effectiveness & ROI.
- Optimize hiring and selection decisions.
- Evaluate the impact of HR interventions on business outcomes.
- Communicate insights with compelling data storytelling.

Who Should Attend:

- HR Professionals and Managers.
- Talent Acquisition and L&D Leads.
- Business Partners and HRBPs.
- Anyone looking to blend HR and analytics to make a business impact.

Tools & Methods:

- Excel, basic statistics, dashboards.
- Case-based learning assignments & peer feedback.

Certification

Participants will receive a Certificate of Completion upon meeting all assessment criteria. The course is designed for professionals aiming to transition into HR Analytics roles or lead data-driven HR transformation initiatives.

Course Modules & Learning Flow

01
Module 1: Foundations of HR Analytics

- HR Analytics as a driver of performance
- Overview of key HR metrics
- The Citizen Data Scientist mindset

02
Module 2: Hiring & Selection Analytics

- Metrics: Time to fill, Quality of hire, Predictive validity
- Evaluate hiring sources and selection tools
- Case Study: "The Perfect Fit"
- Project: Design a data-driven hiring process

03
Module 3: Attrition & Retention Analytics

- Focus: Turnover, Retention, Tenure
- Cost of attrition and business impact
- Predictive analytics in attrition
- Case Study: "The Departing Developers"
- Project: Develop retention strategies using data

04
Module 4: Employee Engagement Analytics

- Defining Employee Engagement at Workplace
- Creating a tool to measure employee engagement
- Science & Art of Measuring Engagement at Workplace
- Post measurement phase
- Project: Create an engagement model for your team

05
Module 5: Training & Development Analytics

- Why measure T&D
- ROI of training and employee skill growth
- Training Effectiveness, the "Holy Grail" for HR Managers - Tools to Measure
- Project: Assess the effectiveness of a chosen training program

06
Module 6: Impact of HR Interventions

- Defining intervention goals
- Measurement and before-after analysis
- Interventions: Work-life, Incentives, Culture
- Tools: Surveys, t-tests, linear models

07
Module 7: Storytelling with HR Data

- From metrics to messages
- Creating dashboards, charts, and executive summaries
- Communicating insights to stakeholders
- Project: Case analysis & storytelling presentation

08
Module 8: Capstone Project & Presentations

- Group capstone based on real-life scenarios
- Assessment/Peer and Faculty feedback

Faculty:

Sumit Taneja

Currently Vice President HR at Wipro Limited, brings over two decades of HR expertise to the table, showcasing a robust background in hiring, talent management, business partnering, organizational development, global rewards, HR technology, and process transformation. He is a graduate of Symbiosis Institute of Business Management.

Nikhil Moza

Mr. Nikhil Moza is General Manager - Organizational Development at ITC Foods Business since February 2022. With over 19 years at ITC across three businesses and Corporate HR, he has led initiatives in L&D, Organizational Development, Performance Management, Campus Hiring, and Rewards. In his current role, he oversees L&D, DEI, HR Technology, and Employee Experience for ITC's Foods division.

Dr. Sridhar R

Currently an HR Consultant and Professor of Practice at St. Joseph's Institute of Management brings with him over 35 years of HR expertise. His last role was at ITC as CHRO and Member, Corporate Management Committee. He is a Fellow in Management from XLRI, Jamshedpur.

Dr. Nazia Menon

Currently Deputy Dean Research at St. Joseph's Institute of Management, brings with her over a decade of experience in mixed methods research. She has held research positions at IIM Bangalore and Singapore Management University. She has a PhD in HRM from Sambalpur University.

Rajendra Desai

Currently Director (Training & Consulting) at SJIM and Senior Consultant at ISME, Bangalore is a certified consultant with M/s Frontline Systems Inc., USA, a leader in providing Predictive and Prescriptive Analytics solutions for the industry. He has successfully executed consulting projects for diverse industries to help them improve their operations through analytics solutions. He has an MS (Operations Research) from Virgina Tech, USA.

Course Fees: Rs. 25,000/- + GST

Contact Details

Dr. R. Sridhar   📞 9831 055 312   🌐 sridharr_us@yahoo.com
Dr. Nazia Menon   📞 7436 985 294   🌐 nazia@sjim.edu.in
Rajendra Desai   📞 9886 538 504   🌐 rajendra@sjim.edu.in

St Joseph's Institute of Management (SJIM)
No. 28/1 Primrose Road, (Off M.G. Road), Bangalore 560025.
Admissions: info@sjim.edu.in
📞 Mobile: 09722 52765   🌐 www.sjim.edu.in

Sugan Venugopal
Chapter Manager, NHRD Bangalore Chapter
📞 9513 885 899   🌐 sugannhrdbc@gmail.com

NHRD Bangalore Chapter
Unit 308, 3rd floor, Sakti Statesman, Green Glen Layout, Bellandur, Bengaluru -560103.