


Certificate in HR Analytics

[eLearning]



Building a better
working world



Certificate in HR Analytics

About the course

Due to the evolution of disruptive technologies, the HR (Human Resource) domain has witnessed a dramatic change over a period of time. It is now no more focussed on the “Human” aspect of driving an organization and depends more on data and technology to support the growth of an organization.

The rise of a data driven approach and the impact it holds over HR and its processes resulted in the evolution of a new term and discipline: “human resources analytics,” also known as people analytics. HR analytics helps organization discover how people play a critical role in the field of human resources management.

“As HR technologies and platforms evolve, there is more information available for us to capture electronically. HR analytics is about the different ways we capture, measure, and organize that information to create valuable insights for an organization.”

-Tom Penque, Lecturer of Masters in HRM, Northeastern University

A report on the study conducted by LinkedIn says that the country has seen 77% growth in specialized analytics professionals employed in human resource functions in the past five years, as an increasing number of companies are turning to analytics to address workforce planning, skills gap and employee retention.

[People analytics is future of HR in India, shows LinkedIn report - The Economic Times \(indiatimes.com\)](https://economictimes.indiatimes.com/People-analytics-is-future-of-HR-in-India-shows-LinkedIn-report-The-Economic-Times/articleshow/6744444.cms)

EY learning solutions has curated a comprehensive eLearning program on HR analytics, covering most of the aspects of HR analytics such as - HR Dashboarding, Attrition analytics, performance appraisal analysis, predicting cost of future planning and many more using most commonly and powerful tools like Advanced Excel, Power BI and Python.

Who should attend?

- ▶ MBA - HR students who intend to build their career into the new dynamics of HR leveraging technology and analytics.
- ▶ Entrepreneurs and HR professionals who wish to advance their HR analytical skills and move into more strategic roles.

Program outcome

The program helps learners to get a holistic understanding of HR as a function and embed analytics with the following outcomes:

- ▶ Learn about the changing HR landscape with an opportunity for a steady career progression
- ▶ Develop the ability to use analytical information using analytical tools to improve an organization and its people
- ▶ Help an organization to analyze and utilize insightful information about an organization's most valuable asset— “Humans”
- ▶ Measure the success of human resource activities and processes effectively using analytics and tracking metrics which can reveal valuable insights into how well a certain process is performing



Program coverage

- ▶ Introduction to HR Analytics
- ▶ Getting started with analytics
- ▶ HR Dashboard Designing (Power BI)
 - ▶ HR Dashboarding
 - ▶ Dashboard Introduction
 - ▶ Importing and Transforming Data
 - ▶ Data Visualization and DAX
 - ▶ Power BI Services
- ▶ Basics of Python
 - ▶ Basics of Python
 - ▶ Python Essential Packages
 - ▶ Data-Cleaning (pandas)
 - ▶ Visualization (Matplotlib)
- ▶ Statistics and Hypothesis
- ▶ Attrition Management using Descriptive Statistics
- ▶ Projecting Employee Salary Using Linear Regression
- ▶ Projecting Employee turnover and attrition
- ▶ Projecting Appraisal By evaluating Performance
- ▶ Projecting HR Cost Using Time Series



Program deliverables

- ▶ 18+ hours of learning videos
- ▶ Access for six months
- ▶ Online assessment
- ▶ EY Certificate of Completion post assessment
- ▶ Query handling through dedicated email support

Certification

Participants will receive a certificate of completion at the end of the course on successfully clearing the assessment. Participants who will not be able to clear the assessment in maximum 3 attempts will get a certificate of participation.

Contact

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Our other flagship programs

- ▶ Certificate in Ind-AS
- ▶ Certificate in Advance Analytics using R
- ▶ Certificate in Exploratory Analytics in Python
- ▶ Certificate in Finance for Non-Finance Managers
- ▶ Certificate in Business Intelligence using Power BI
- ▶ Certificate in Blockchain Technology
- ▶ Certificate in Data Visualization Using Tableau
- ▶ Certificate in Financial Modelling and Valuation
- ▶ Certificate in Lean Six Sigma Green Belt
- ▶ Certificate in Artificial Intelligence and Machine Learning in Python
- ▶ Certificate in Predictive Analytics in Python



About EY Learning Solutions

In today's testing business environment, with organizational transformation and regulatory change as constant features, a flexible and cost-effective workforce is critical. High-quality training is a crucial element of innovative talent management, to improve performance and to ensure that your teams can respond to today's challenges and are equipped for career success.

We, at EYFAAS, realized this need and accordingly we have set up a dedicated "Learning Solution" practice to help corporate and practicing professionals to deal with new requirements. FAAS Learning Solutions supplements EY's primary range of services and provide business specific training solutions for our clients and business communities throughout India, Europe, the Middle East and Africa. This is done with the help of a multidisciplinary team of trainers from around the world. As a globally integrated firm, we bring global insight to our training programs.

All training programs are regularly updated to reflect changing trends and guidance. Our practical, relevant and stimulating courses are facilitated by highly competent trainers who have first-hand knowledge of the subject matter. We recognize that each client will have a different history, size, location and sector; therefore, programs can be tailored to specific needs of your business.

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