

HUMAN RESOURCE ANALYTICS

Programme on
HUMAN RESOURCE ANALYTICS

June 11 - 13, 2018



asci

Leadership through Learning

ADMINISTRATIVE STAFF COLLEGE OF INDIA

PROGRAMME OVERVIEW

Complexity in today's workforce, new technology investments, economic pressures, talent as a competitive edge, aligning the people strategy with the business strategy and many other reasons are driving a change in HR to be analytics-dependent. HR Analytics has clearly become a game changer across industries. This course is designed to focus on what the HR person can do within the constraints of time, technology, budget and their existing skill set. Part of this is to frame analytics as part of evidence-based management. The program will cover process of creating and using HR Analytics; design HR metrics and HR strategy maps for strategic outcomes; Use of correlation, regression and advanced business analytics to drive business outcomes; Learn how to build & report using HR dashboard and Learn how to apply trend analysis and predictive analytics tool like regression and correlation.

OBJECTIVES

- Comprehend the features of a data driven organization
- To be able to take strategic decisions using HR Analytics in Human Resources
- To expound HR measurement and data analytics concepts, and
- Framework for applying this concept in an end-to-end HR business process for the entire life-cycle of employees
- Create effective HR dashboards to communicate results

THE LEARNING MODEL

HR Analytics is designed to give managers the skills needed to focus on the applied methods and techniques with an output orientation for improving the human resource functions in small to large scale organizations. The pedagogy of this training is designed to accelerate your abilities for practical functioning, creative thinking and hands on training.

PARTICIPANT PROFILE

The Programme is designed to cater the need of HR Leaders who want to get more value from HR analytics without having to invest a lot of money or hire a new team. Managers who are data savvy, responsible for managing change in future of work and looking to drive HR Analytics in their organisation.

Organisational sponsorship is essential

VENUE

ASCI provides a unique learning environment in the form of comfortable classrooms, well equipped library and computer center, comfortable single occupancy, air conditioned accommodation and beautiful green campus. However, the College does not provide accommodation for the family. Transport between Airport / Railway Station and venue will be arranged by the College. The College is WiFi enabled in comprehensive way.

DURATION

The programme duration is from June 11 - 13, 2018. The participants are expected to arrive a day before the commencement and may leave after the conclusion of the programme.

PROGRAMME FEE

Rs. 34,000/- (US \$690 for foreigners) plus GST as applicable, presently 18% per participant. The fee covers tuition, board and lodging, courseware (in electronic form) and other facilities of the College including internet usage.

Non-Residential Fee: Rs.28,000/- plus GST as applicable , presently 18% per participant. The fee covers tuition, board and lodging, course ware (in electronic form) working lunch and other facilities of the College including internet usage.

A discount of 10% on the Programme fee for three or more participants from the same organisation will be given, provided the payment is credited into our Bank account before June 08, 2018.

Note: Kindly forward us the details of Bank/Wire transfer of fee payment indicating the Programme Code(Prg/2018-19/1/11) to income@asci.org.in for confirmation.

Bank details are given below:

For Indian Participants :

Bank Name	State Bank of India
Address line 1	6-3-1092, 1st floor, A Block
Address line 2	Bellavista Branch, Raj Bhavan Road
Address line 3	Hyderabad – 500 082
Beneficiary Account Name	Administrative Staff College of India
Bank Account Number	62090698675
Bank MICR No	500002306
NEFT IFSC Code	SBIN0020063

For Foreign Participants:

Bank Account Number	62090698960
Beneficiary Name	Administrative Staff College of India
Swift Code	SBININBBH04
Bank Name	State Bank of India
Branch Address	Bella Vista, Raj Bhavan Road, Somajiguda, Hyderabad -500082
Nostro Account (optional)	6550992180

MEDICAL INSURANCE

The nominees are requested to carry with them the proof of Medical Insurance. The Sponsoring agency is required to endorse the nominee's medical coverage in the event of hospitalization.

LAST DATE FOR NOMINATION

Please use the prescribed/attached form. Last date is June 04, 2018. Kindly contact Programmes Officer for further details (contact details are given at the end of the nomination form).

LAST DATE FOR WITHDRAWAL

June 05, 2018. Any withdrawals after this date would entail forfeiture of fee paid, if any.

ASCI ALUMNI ASSOCIATION

Participants of College programmes will automatically become members of ASCI Alumni Association.

CERTIFICATE OF PARTICIPATION

The College issues a Certificate of Participation on conclusion of the Programme.

PROGRAMME DIRECTOR
Dr. Ashutosh Murti
e-mail : ashutosh@asci.org.in

ASCI MANAGEMENT DEVELOPMENT PROGRAMMES FOR 2018-19

MANAGEMENT DEVELOPMENT PROGRAMMES

General Management Program for Senior Executives – Session - July Session
Advanced Management Program (Study Tour)

16-Jul-18 10-Aug-18
30-Jul-18 10-Aug-18
9-Sep-18 23-Sep-18
26-Nov-18 30-Nov-18
03-Dec-18 07-Dec-18

Program for Young Managers
MDP for Women Executives
General Management Program for Senior Executives – Session – January Session

07-Jan-19 01-Feb-19

BUSINESS COMMUNICATION

Leadership through Self-Discovery
Individual Excellence for Organizational Effectiveness
Leadership Skills Development
Communication Skills for Managers
Managing Creativity & Innovation

25-Jul-18 27-Jul-18
26-Nov-18 30-Nov-18
17-Dec-18 21-Dec-18
21-Jan-19 25-Jan-19
04-Mar-19 06-Mar-19

ECONOMICS

Financial Systems, Management and Accountability in Government
Assessment and Monitoring of Business Performance
Creating Development Roadmap for India through Sustainable Development Goals: Vision 2030

26-Nov-18 30-Nov-18
21-May-18 23-May-18
05-Sep-18 07-Sep-18

ENERGY

Regulating Electricity Tariffs and Related Issues
Renewable Energy Regulation
Smart Grid Technology and its Application in Power Sector

17-Sep-18 21-Sep-18
21-Jan-19 23-Jan-19
10-Dec-18 12-Dec-18

ENVIRONMENT

Environmental Impact Assessment for Projects
SDGs and Climate change: Opportunities and challenges of adaptation and mitigation
Climate Change Adaptation and Disaster Risk Reduction
Sewage Treatment Plants – Design Principles O&M Practices

11-Jun-18 13-Jun-18
03-Dec-18 05-Dec-18
04-Feb-19 06-Feb-19
07-May-18 09-May-18

FINANCE

Finance for Non-Finance Executives
Infrastructure Financing
Entreprise Risk Management
Strategies for Cost Leadership
Advanced Financial Management

10-Dec-18 12-Dec-18
19-Nov-18 23-Nov-18
04-Feb-19 07-Feb-19
23-Jan-19 25-Jan-19
11-Feb-19 13-Feb-19

HEALTH CARE MANAGEMENT

Certificate Course in Health Care Quality

28-Nov-18 30-Nov-18

HUMAN RESOURCES DEVELOPMENT

Best Practices and Innovation in Health Care Delivery
Ensuring Health Care Quality: Risk Management and Innovation
Educational Leadership for Senior Officials of Universities/ Educational Institutions
Program on Ethics and Values in Administration
Program for Enhancing Skills of Young Women Professionals
Programme on Conflict Management and Negotiation Skills
Programme on Building and Leading Effective Teams
Enhancing Managerial Effectiveness
Personal Effectiveness
Leading with Emotional Intelligence
Positive Organizational Behaviour
Decision Making for Effective Leadership
Managing Recruitment, Selection and Induction
Team Dynamics: Activity Based Approach
HR Analytics
HR Audit and Analytics
Effective Trade Union
Leadership Engagement and Development

14-Nov-18 16-Nov-18
16-Jan-19 18-Jan-19
06-Jun-18 08-Jun-18
20-Jun-18 22-Jun-18
24-Sep-18 28-Sep-18
10-Dec-18 12-Dec-18
04-Feb-19 08-Feb-19
23-Jul-18 25-Jul-18
17-Sep-18 19-Sep-18
22-Oct-18 26-Oct-18
04-Feb-19 06-Feb-19
18-Feb-19 20-Feb-19
07-May-18 09-May-18
10-Dec-18 14-Dec-18
11-Jun-18 13-Jun-18
03-Sep-18 05-Sep-18
05-Nov-18 09-Nov-18
10-Dec-18 14-Dec-18

Enhancing Interpersonal Effectiveness through Transactional Analysis 18-Feb-19 20-Feb-19
Strategic Human Resource Management with International Study Tour 11-Mar-19 23-Mar-19

INFORMATION TECHNOLOGY

e-Procurement
Research Excellence in Organizations
E-learning and Digital Education
Strategic R & D Management
Leveraging Big Data and Analytics

25-Jun-18 27-Jun-18
08-Aug-18 10-Aug-18
24-Sep-18 26-Sep-18
10-Dec-18 12-Dec-18
19-Dec-18 21-Dec-18

INFRASTRUCTURE DEVELOPMENT

Housing for All: Attaining the National Agenda
Urban Infrastructure Project Preparation and Management
Urban Infrastructure Project Preparation and Management

21-Jun-18 23-Jun-18
27-Sep-18 29-Sep-18
07-Feb-19 09-Feb-19

LAND ACQUISITION, RESETTLEMENT AND REHABILITATION

Social Impact Assessment
ASCI-NRCR Joint Certificate Program in Improved Management of Land Acquisition, Resettlement and Rehabilitation
Corporate Social Responsibility:
Need Identification to Impact Assessment
Effective Land Acquisition, Resettlement and Rehabilitation
Index-based Crop Insurance-Concepts, Design and Implementation

09-Apr-18 13-Apr-18
16-Apr-18 29-Apr-18
09-Jul-18 13-Jul-18
24-Sep-18 28-Sep-18
17-Dec-18 19-Dec-18

MARKETING

Customer Centric Brand Management
High Impact Sales Management
Creating Social Value Through Corporate Social Responsibility

04-Oct-18 06-Oct-18
10-Dec-18 15-Dec-18
14-Jan-19 16-Jan-19

OPERATIONS

Procurement Procedures for World Bank Aided Projects
Inventory Management
Project and Contract Management
Procurement Procedures for World Bank Aided Projects
Materials and Supply Chain Management
Project and Contract Management
Procurement Procedures for World Bank Aided Projects

16-Jul-18 27-Jul-18
30-Jul-18 01-Aug-18
24-Sep-18 28-Sep-18
19-Nov-18 30-Nov-18
03-Dec-18 07-Dec-18
07-Jan-19 11-Jan-19
11-Feb-19 22-Feb-19

PUBLIC POLICY GOVERNANCE AND PERFORMANCE

SDGs and Good Governance

25-Mar-19 29-Mar-19

POVERTY STUDIES AND RURAL DEVELOPMENT

Capacity Building Program on Rural Industrial Development and Entrepreneurship

07-Jan-19 11-Jan-19

STRATEGIC MANAGEMENT

Developing Strategic Mindset for Functional Managers
Creating Progressive Boards
Driving performance through Transformational Leadership

23-Jul-18 27-Jul-18
17-Sep-18 19-Sep-18
18-Feb-19 22-Feb-19

URBAN GOVERNANCE

Integrated Solid Waste Management
Towards Universal Sanitation in Urban Areas
Public Private Partnership in Urban Infrastructure and Service Delivery
Change Management for Achieving Continuous Water Supply (24/7)
For All In Urban Areas
Faecal Sludge Septage Management
International Certification Programme – Change Management for Achieving Continuous Water supply for All in Urban Areas - (India , Jerusalem and Tel Aviv, Israel)
Creating and Managing Digital Presence
Water Sanitation and Hygiene in Schools
Non-Revenue Water and Water Loss Control Management:
Smart Solution for Indian Cities
Infrastructure Planning and Implementation for Smart Cities
Towards Zero Waste- Decentralised Solid Waste Management

16-Apr-18 18-Apr-18
11-Jun-18 13-Jun-18
09-Aug-18 11-Aug-18
29-Nov-18 01-Dec-18
21-Jan-19 23-Jan-19
21-Jun-18 23-Jun-18
21-Jun-18 23-Jun-18
09-Jul-18 11-Jul-18
19-Sep-18 21-Sep-18
28-Jun-18 30-Jun-18



Administrative Staff College of India

Bella Vista, Raj Bhavan Road, Khairatabad,
Hyderabad - 500 082, India.

Telefax (Programmes Office) : 0091-040-23324365

Phone : 0091-40-66534247, Mobile: 9246203535

Fax : 0091-40-66534356, E-mail: poffice@asci.org.in

Delhi Campus

C-24, Institutional Area

South of IIT, Behind Qutub Hotel

New Delhi - 110 016

Phone Nos: 011 - 26962204, 26961750, 26961850

Website : <http://www.asci.org.in>



ADMINISTRATIVE STAFF COLLEGE OF INDIA

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Dr. Ashutosh Murti
Programme Director

April 06, 2018

Programme on HUMAN RESOURCE ANALYTICS (June 11-13, 2018)

We have designed a programme, "Human Resource Analytics" for helping middle and senior level managers to update their skills to meet the challenges of changing requirement of people strategy with the business strategy.

This course is designed to focus on what the HR person can do within the constraints of time, technology, budget and their existing skill set. Part of this is to frame analytics as part of evidence-based management. The programme will cover process of creating and using HR Analytics; design HR metrics and HR strategy Maps for strategic outcomes.

The programme brochure and a nomination form are enclosed. Photocopies of the nomination form can be used for multiple nominations. Early nominations are advised to ensure that their nomination is considered on a first-come-first served basis. Kindly contact my office/Programs Office for nominations and clarifications.

Please note that the nominees are requested to carry with them the proof of Medical Insurance. The Sponsoring agency is required to endorse the nominee's medical coverage in the event of hospitalization.

With best wishes,

Ashutosh Murti

Encl: Programme Brochure & Nomination Form



ADMINISTRATIVE STAFF COLLEGE OF INDIA
Bella Vista, Raj Bhavan Road, Hyderabad - 500 082, India

Nomination Form
Programme on
Human Resource Analytics
(June 11 – 13, 2018)

Nominee's Contact Information

Name (Mr/Ms) _____ :	Date of Birth : _____
Designation : _____	Qualification : _____
Organisation : _____	
Address : _____	
Phone(s) : Office: _____ Mobile: _____ Home: _____	
e-mail : _____	Fax : _____

Sponsors Details

Name of the Sponsoring Authority: _____ :	Designation: _____
Organisation : _____	
GSTIN Number : _____	
Address : _____	
	Pincode : _____
Phone(s) : Office: _____ Mobile: _____	
e-mail : _____	Fax : _____

Fee particulars

Amount Payable :	Mode of Payment (DD/Ch/NEFT) :
Name of the Bank :	Date of Instrument/Transfer :
Instrument Number :	UTR Number for NEFT

Medical Insurance :

Name of the Insurance Agency	Policy Number	Validity upto

Note: Coverage should be available in Hyderabad, India.

Signature and Official Seal of the Sponsoring Authority :

NOTE : Forward nomination form to : **Mr. G. Srinivas Yadav, Programmes Officer**, Administrative Staff College of India, Bella Vista, Hyderabad-500 082. Phone : 0091-40-66534247, 66533000, Mobile: 9246203535, Fax : 0091-40-66534356, e-mail: poffice@asci.org.in