



B.V. Patel Institute of Management UKA TARSADIA UNIVERSITY



Date: 05-08-2022

One Day Workshop on HR Analytics

Objective: The objectives of the workshop was to enable the participants

- To understand the basics of HR Analytics
- To highlight the significance of HR Analytics for HR Professionals in future
- To gain practical understanding on how HR Analytics can be helpful in strategic HR decision making

Outcomes: At the end of the workshop the students were able to:

- Understand the significance of HR Analytics
- Understand the connection between HR Analytics and Strategic HR Decisions
- Gain hands on experience in generating HR dashboard with data available

Date	05-08-2022
Time	1 st Session - 9:30 am to 12:00 noon, 2 nd Session – 1:00 pm – 2:30 pm
Venue	C-105, SRIMCA
Number of Students	40
Coordinator	Ms. Bhavna Patel, Mr. Parvez Malek
Speakers	Mr. Sameer Gajjar, CEO, The One Klik, Ahmedabad
Category	Management Club

One Day Workshop on HR Analytics was organized by B. V. Patel Institute of Management, Uka Tarsadia University on 5th August, 2022 for the students of BBA & MBA Program of HR Specialization at C-105, SRIMCA. HR Analytics is a data driven approach towards HRM that not only helps organizations take important HR decisions based on data gathered, analyzed and reported but also enables the organizations to measure the impact of range of HR Metrics on overall business performance. HR Analytics is in line with today's data driven world where the role of HR Professionals is changing dramatically and shifting from operational to strategic one. It has now become inevitable for the budding HR Professionals

to understand its significance and develop its proficiency. The workshop was organized with the objective of enabling the students of HR specialization take their first step in the world of HR Analytics.

Highlights of the Workshop

- Followed by UTU Anthem Ms. Bhavna Patel introduced the Expert of the workshop Mr Sameer Gajjar to the participants. Dr. Vijay Gondaliya, Director of BVPIM welcomed the guest and shared with the audience his views on the need of organizing this workshop. Dr. Krunal Patel, Director – MBA, SRIMCA also shared his views on the importance of HR Analytics in current scenario and wished the participants an engaging and enriching learning sessions.
- To generate interest among the participants and to make the workshop more interactive the expert initiated the workshop with an ice breaking introduction of the participants.
- The participants were then engaged in a data searching exercise where they were asked to search information on a given theme using internet. Their responses were collected verbally and based upon the variety of answers and mismatches of figures found it was concluded that data can be deceiving if not gathered from the correct source, or in a correct manner or if the question or purpose of collecting data is misunderstood and this can ultimately lead to a wrong decision making. The exercise was repeated with another theme and this time it was found that the participants were more clear and specific in finding the details asked for, learning from their previous experience and that was evident from their matching responses & figures. The exercise enabled the participants realize the importance of correct data for correct decision making.
- Followed by the exercise the expert explained the meaning of HR analytics. He explained the difference between analysis and analytics mentioning that the analysis provides information whereas the analytics gives insight. He further highlighted that Analytics is the discovery, interpretation and communication of meaningful patterns in data collected and it serves as a connective tissue between data and effective decisions. He also explained that HR analytics relies on analytical tools used to quantify performance and modern HR Professionals inevitably needs to learn them. He also developed understanding on the concept of Metrics, Measures & Analytics.

- To develop practical understanding on how HR analytics can be used in decision making, the students were engaged in an exercise of calculating cost per hire using MS Excel.
- In the post lunch session, the expert made a presentation covering the basics of HR Analytics covering its meaning, types, problems, important considerations, techniques for establishing questions for data collection & concept of data cleaning. He tried to provide an overview of HR Analytics and its utility in contemporary organizations.
- After the presentation the students were practically engaged in preparing HR dashboard with the given data using MS. Excel. The students learnt and practiced the skills of creating HR Dashboard by generating editable tables & graphs & creatively summarizing the data and presenting it in an attractive format on the HR dashboard.

The Expert concluded the session with a video screening and answering the queries of the participants. The workshop was found to be highly engaging with the students actively participating in the activities and exercises & learning practically the basic aspects of HR analytics. The workshop served as a foundation course for the topic of HR Analytics and generated interest among students in this area for further exploration and learning.

Few Glimpses of the Event:



Ms. Bhavna Patel initiating the workshop with introduction speech



Dr. Vijay Gondaliya, Director, BVPIM welcoming the expert



Dr. Vijay Gondaliya sharing his views on the workshop the workshop



Dr. Krunal Patel explaining the importance of



Dr. Sameer Gajjar addressing the participants on HR Analytics





Students actively participating in the workshop



Students engaged in data search exercise and response sharing



Ms. Nisha Tollawala presenting the guest with memento



Group photo with the workshop expert