People Analytics
& Digital HR

JIGSAW ACADEMY
a **manipalglobal** education
investee company

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People Analytics & Digital HR

The Evolution of Talent Management

In Human Resource Management, Analytics has turned out to be one of the most gripping and useful tools. Not only does it help in managing all the business and people data linked to individual employees, but it also gives the HR professionals the required skills and opportunities to work and adapt to a data-driven environment and make informed and data-backed decisions.

▶ **Data to Determine Future Workforce Plans** - In an HBR survey, 89% of the population agreed their HR function is highly skilled at using data.

▶ **INR 8 - INR 15 Lacs** - The range of basic annual salary of an HR analyst depending on their experience.

A learner who has completed a course in People Analytics and Digital HR can avail any of the following profiles in the job market:

HR Analyst

HR Analyst & Reporting Specialist

Digital HR Specialist

HR Applications Specialist

HR Product Manager

Mid & Senior Management Roles

Leadership Roles

About The Program

People Analytics & Digital HR correlate business data and people data to derive important connections. It also applies analytic processes to the human resource department of an organization, in the hope of improving employee performance to get a better return on investment. Core functions of HR can be enhanced by applying processes in analytics. HR services and processes delivered through the use of Digital technologies & virtual means not only optimize the efforts, but also bring in greater efficiency in HR practices across industries.

In this course, you will learn how to define various business problems in the fields of attrition, employee engagement, hiring, learning and development and how to find statistical solutions for these problems. **This joint program by IIM-Indore and Jigsaw Academy** reinforces human resource managers with analytics and digital HR tools to make smarter decisions in terms of seamless utilization of available resources (tangible and intangible) in a continuously evolving professional world.

Key Features of the Program:

- **40+ Hours of live instructor-led virtual classroom s**essions from IIM Faculty & Jigsaw Academy experts

- **Joint Certificate from IIM –** Indore & Jigsaw Academy

- **Comprehensive course coverage** encompassing all the essential skills of HR Analytics & Digital HR in one course

- Effective understanding and retention of the knowledge through **self-assessment quizzes and assignments at the end of each module**

- Easy to understand language with **real-time examples for solidifying data analysis** concepts

- Regular & **timely course updates** in line with changes made in the syllabus by the industry bodies

Curriculum and learning outcomes from the program

The People Analytics & Digital HR program is a **3-month** course designed to cater to HR professionals looking at upgrading their skill sets. The program features **live instructor-led training and covers basic to an intermediate-level understanding of the domain.**

Module 1:
Summarizing & Describing Data with Excel

▸ Introduction to Analytics
▸ Data Manipulation
▸ Data Visualization with Excel

Module 2:
Digital HR- Why and How

▸ The Workforce of the Future
▸ Digital Transformation
▸ Data & Use Cases in Digital HR

Module 3:
Analytics in HR

▸ Improving Measurement Maturity
▸ Workforce Analytics
▸ Advanced Statistics
▸ Visualization
▸ Measurement in Talent Acquisition

Module 4:
Future Factors

▸ Impact of AI
▸ Change Management Toolkit

Learning Outcomes

Upon completion of this course, learners will be able to:

▸ **Master advanced HR Analytics** and Data Science techniques to generate data-based HR decisions
▸ **Lead digital transformation initiatives** including Digital HR adoption and best practices
▸ Learn how to apply strategic frameworks to **manage people & resources in a post-COVID** world
▸ **Visualize & monitor organizational health** through data
▸ Build expertise in **Digital HR applications**
▸ Understand & prepare for the **impact of AI & automation on HR practices** and decision making

The Faculty

The People Analytics & Digital HR program offers a **brilliant mix of expertise & experience through expert faculty from IIM Indore and Jigsaw Academy.** Learners can achieve the culmination of industry knowledge and academic excellence through our course.

Prof. Kajari Mukherjee
Faculty, IIM Indore

Prof. Shri Hari Sohani
Faculty, IIM Indore

Prof. Sushanta Mishra
Faculty, IIM Indore

Prof. Jatin Pandey
Faculty, IIM Indore

Dr. Amitabh Deo Kodwani
Faculty, IIM Indore

Prof. Nobin Thomas
Faculty, IIM Indore

Prof. Mit Vachhrajani
Faculty, IIM Indore

About Jigsaw Academy

Upskilling to emerging technologies has become the need of the hour, with te
ical changes shaping the career landscape. Jigsaw Academy offers programs
science & emerging technologies to help you upskill, stay relevant & get notic
domain experts & educators at Jigsaw Academy offer meticulously structure
with industry-relevant curricula. The domain experts here offer meticulously
tured courses to help train professionals in the areas of Analytics, Data Scien
Machine Learning, Big Data, Business Analytics, Cyber Security & Cloud Con
to name but a few.

▸ Recognized as the **No.1 institute for data science training** in 2019, 201
  2017, 2016, 2014 and 2013

▸ Awarded the prestigious **"Partner of Excellence Award 2019" by NASS**

▸ **400+ years** of combined teaching experience

▸ 3000+ companies with Jigsaw Academy students **1M+ hours of learning
  content viewed**

▸ **Learning partners** - IIM Indore, Manipal Academy of Higher Education,
  HackerU Israel

▸ 400+ years of combined **faculty experience**

About Indian Institute of Management, Indore

Established in 1996, the Indian Institute of Management Indore has been a leader in the field of management education, interfacing with the industry, government, and PSUs. It is promoted and nurtured by the Ministry of Human Resource Development, Government of India, and is an institute of national importance under the Indian Institutes of Management Act 2017.

IIM Indore seeks to be a contextually-relevant business school with world-class academic standards that develops socially-conscious managers, leaders, and entre-preneurs.

In recent times, IIM Indore has bagged the Fifth Rank (5th Rank) in the National Institute Ranking Framework (NIRF) announced by the Ministry of Human Resource Development (MHRD), Government of India on April 08, 2019.

How To Apply

The People Analytics & Digital HR course requires candidates to have a basic understanding of Mathematics and exposure to Excel.

Eligibility
Graduation with minimum of 2 years of relevant work experience

Recommended For
HR Professionals with Interest in People Analytics & Digital HR

Enrollment Process:

▶ Step 1- Send us your application along with your Resume
▶ Step 2- Based on the application and work experience, candidates will receive a Selection letter/ Rejection letter

Duration
3 months

Format
Online, Live Instructor-led Training

People Analytics & Digital HR

For Student Counseling and Assistance

Phone: +91-90192 17000

Email: info@jigsawacademy.com

Jigsaw Academy

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