



भारतीय प्रबंध संस्थान काशीपुर  
INDIAN INSTITUTE OF MANAGEMENT KASHIPUR



Executive Development  
Programme in  
**HR Analytics  
and Management**

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Transforming Futures: Where Vision Meets Excellence

# Excel with Excellence: Get the IIM Kashipur Advantage

Established in 2011 as a second-generation institution by the Government of India, the Indian Institute of Management Kashipur (IIM Kashipur) is dedicated to achieving excellence in management education. Marking a decade of service to the education and management sectors, the institute is guided by its core values of collegiality, transparency, green consciousness, and proactive engagement with stakeholders.



**Ranked 8th**

**By Times Management Institutes,  
2023**



**Ranked 19th**

**By Under Management Category  
- NIRF, 2023**

## Our Core Values



Cultivating a culture of mutual respect and collaboration among stakeholders.



Committed to active involvement and open communication with all stakeholders.



Advocating for green consciousness through sustainable practices.



Upholding openness, clarity, and accountability in all dealings.

# Programme Overview

Experience excellence with the Executive Development Programme in HR Analytics and Management. This certificate programme equips professionals with cutting-edge skills to navigate the dynamic landscape of human resources. Delve into advanced analytics, strategic workforce planning, and data-driven decision-making. Elevate your proficiency in HR analytics through rigorous modules crafted by industry experts.

🕒 Duration: 6 Months - 48 hrs online + 12 hrs offline

₹ Programme Fee (Inclusive of Offline Classes): INR 70,000/- + GST



## ELIGIBILITY:

- For Indian Participants – Graduates from a recognized University (UGC/AICTE/DEC/AIU/State Government) in any discipline.
- For International Participants – Graduation or equivalent degree from any recognized University or Institution in their respective country.
- Proficiency in English, spoken & written is mandatory.

## Programme Objectives



Develop data-informed decision-making skills for the entire people management lifecycle.



Gain a comprehensive understanding of thoughtful data usage in personnel decision-making.



Equip participants with insights into people analytics, enhancing managerial skills and creating organizational value.



Provide hands-on experience with essential software tools, including Excel, PowerBI, Tableau, and SPSS/PSPP.



Focus on talent management through effective data utilization for attraction, development, and retention.

## Benefits



Gain HR analytics expertise from the eminent faculty.



Transform HR strategies with advanced analytics insights.



Optimize talent management and decision-making through data.



Master analytics tools for HR efficiency.



Apply skills in practical scenarios and real-world cases.

## Who Should Attend

### HR Professionals:

Perfect for MBA HR Students, working professionals seeking to enhance their skills and leverage HR analytics for more effective HR management practices.

### HR Aspirants:

Tailored for students pursuing a career in Human Resources, providing them with essential HR analytics skills to excel in their future roles.

## Highlights



Certificates for Participation and Successful Completion of the course



In-campus Immersion Opportunity



In-depth Insights from Esteemed IIM Kashipur Faculty



Hands on visualization sessions with PowerBI & Tableau



2 days Campus Immersion program



Blended Learning (Online synchronous classes + Campus immersion)



Case studies to explore depth of HR Analytics problems



Expert HR Analytics and Visualization faculty

## Programme Structure

Module 01      Data Visualization for HR Decision Making

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Module 02      Human Resource Management

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Module 03      Descriptive analytics

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Module 04      Predictive Analytics

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Module 05      Prescriptive Analytics

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Module 06      Capstone Project



### Pedagogy

- Interactive sessions led by esteemed IIM faculty
- Illuminating case studies for practical insights
- Engaging class exercises for hands-on learning
- Application-focused approach for workplace relevance

\*Mandatory attendance should be 60%.

### Assessment



Assignments



Quizzes



Objective/ Subjective  
Exam

\*Mandatory attendance should be 60%.  
Qualifying criteria for assessments: 50%

# Fee Structure

Application fee: INR 5,000/- +GST

Programme Fee (Inclusive of Offline Classes): INR 70,000/- + GST

No-Cost EMI Available

Total Fee	Installment 1*	Installment 2*
INR 70,000+GST	INR 35,000 To be paid within 7 days after receiving the offer from the institute	INR 35,000 To be paid within 30 days from the registration fee paid date

\* Installment amount doesn't include 18% GST.

(Campus immersion is mandatory and free for all enrolled students, students can attend this virtually. For physical immersion at the campus travel and lodging costs will be managed by the student)

**Refund Policy:** There is no Refund on Course Fees once the course begins. Prior to course commencement, if a student requests for a refund, the Registration Fees are deducted and the remaining amount is refunded.

## Admission Journey

Step 1



Fill up an online application form, upload the required documents and submit the application.

Step 2



Make the application payment.

Step 3



Shortlisting based on work, and education profile.

Step 4



If shortlisted, you will receive an offer letter from IIM Kashipur.

Step 5



Pay admission confirmation fee within 7 days of receiving the offer letter.

# \* Course Completion Certificate





# Program Director



## **Dr. Rameshwar Shivadas Ture**

Dr. Ture is an assistant professor at IIM Kashipur in the area of Organizational Behavior and Human Resource Management. He earned his Ph.D from Department of Management, IIT Madras in 2015. He has completed Masters degree in Human Resource Development and Management from IIT Kharagpur and Aeronautical Engineering degree from The Aeronautical Society of India. He has more than 8 years of experience in academics. He teaches HR Analytics course to MBA students at IIM Kashipur. Over the years he has taught Human Resource Management, Conflict Management and Negotiations; and leadership subjects to MBA and executive MBA students. He has taught Research Methodology in Management for doctoral candidates. His current research interests are in career management and digital Human Resource Management .He is extensively involved in conducting executive education and MDP sessions to middle and senior executives. Dr. Ture is involved with New Delhi-based CII-ITC Centre for Excellence for Sustainable Development (CESD) as a business sustainability assessor for best sustainable company award since 2014. He is a recipient of best sustainability assessor award from CII-ITC CESD.



## **Dr. Harish Kumar**

Dr. Harish Kumar earned his Ph.D. from Department of Management Studies, Indian Institute of Technology Delhi, and M. Tech. from International Institute of Information Technology (IIIT) Hyderabad. At present, he is an assistant professor of Information Technology and Systems at IIM Kashipur. Prior to joining IIM Kashipur, he has worked as an Assistant Professor at IIM Bodh Gaya. He teaches Data Visualization, business computing, Image Analytics, Artificial Intelligence & Visual Analytics, and Digital Transformation courses at IIM Kashipur. He has taught Design Thinking course at IIM Bodhgaya. His areas of include artificial intelligence, metaverse, computer vision, urban planning, smart cities, and digital transformation. He conducted MDPs on Industry 5.0, Digital transformation, and Analytics. He has published papers in His research has published in peer-reviewed journals like IEEE Transactions on Engineering Management, Journal of Database Management, Technological Forecasting and Social Change, Marketing Intelligence and Planning, Measuring Business Excellence , Journal of Science and Technology Policy Management and so on.





## Contact Us

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