



भारतीय प्रबंध संस्थान काशीपुर
INDIAN INSTITUTE OF MANAGEMENT KASHIPUR



Executive Programme in **HR Management and Analytics**

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 23rd

**By Under Management Category
- NIRF, 2024**

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.

Why Choose IIM Kashipur ?

Member of prestigious global accreditation bodies

AACSB (Association to Advance Collegiate Schools of Business) and EQUIS (EFMD Quality Improvement System).

NIRF Ranking

Ranked 23rd in the Management Category under the NIRF 2024 rankings.

Distinguished IIM Faculty

Learn from experts who blend academic excellence with industry knowledge, guiding professionals to become future-ready HR leaders.

Campus Immersion Experience

Engage in a two-day campus immersion at IIM Kashipur for in-depth interactions and networking opportunities.

Prestigious IIM Certification

Earn a certificate from IIM Kashipur on successful program completion, strengthening your professional profile.



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 - 12 hrs Offline + 60 hrs Online = 72 hrs

₹ Programme Fee (Inclusive of Offline Classes): INR 80,000/- + 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.

Highlights



Earn a prestigious certificate from IIM Kashipur upon successful completion of the programme.



Build a strong command of analytics from descriptive to predictive & prescriptive to drive strategic decisions



Immerse yourself in a two-day campus experience designed for meaningful interactions and networking



Discover the impact of AI in HR through practical applications like chatbots, virtual assistants, and XAI.



Showcase your expertise through a capstone project that tackles real HR challenges with data-driven solutions



Case studies to explore depth of HR Analytics problems

Programme Objectives



Strengthen your HR foundations by mastering talent acquisition, onboarding, staffing, and payroll to build efficient workforce practices.



Harness the power of HR analytics to make smarter, evidence-based people decisions using visualization, statistical analysis, and dashboards.



Leverage AI to transform the HR lifecycle - from employee engagement to performance management and workforce planning.



Use descriptive analytics to uncover patterns in workforce data, helping you identify strengths and address areas for improvement.



Apply predictive analytics to anticipate challenges like attrition, hiring needs, and performance risks before they arise.



Drive strategic impact with prescriptive analytics, enabling proactive, business-aligned HR interventions.

Tools You'll Master



or



Benefits



Build HR analytics expertise with insights from 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.

Programme Structure

Module 01	The Origin — Foundations of HR Management
Module 02	The Decoder — Data-Driven HR Analytics & Decision Making
Module 03	The Futurist — Human + AI : Transforming HR Lifecycle
Module 04	The Investigator — Exploring the Past to Shape the Present (Descriptive Analytics)
Module 05	The Forecaster - Predicting People Challenges Before They Happen (Predictive analytics)
Module 06	The Strategist — Making Smarter, Data-Backed HR Decisions (Prescriptive analytics)
Module 07	The Finale — Your HR Analytics Leadership Moment (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 Structure



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 80,000/- + GST

No-Cost EMI Available

Total Fee	Installment 1*	Installment 2*
INR 80,000+GST	INR 40,000To be paid within 7 days after receiving the offer from the institute	INR 40,000 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. 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

जारी करने की तिथि / Date of Issue

अनुक्रमंक / Roll No.

IIM KASHIPUR
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प्रमाणित किया जाता है कि
प्रतिभागी का नाम
ने महीना वर्ष से महीना वर्ष के दौरान
भारतीय प्रबंध संस्थान काशीपुर द्वारा आयोजित
कार्यकारी विकास कार्यक्रम - मानव संसाधन विश्लेषण और प्रबंधन
में सफलतापूर्वक पूर्ण किया।

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This is to certify that
Name of Participant
has successfully completed the
**Executive Programme in
HR Management & Analytics**
conducted by
the Indian Institute of Management Kashipur
during **Month Year** to **Month Year**.

SAMPLE

कार्यक्रम निदेशक
Programme Director

अधिष्ठाता विकास
Dean Development

निदेशक, भा. प्र. सं. काशीपुर
Director, IIM Kashipur



Program Director



Dr. Harish Kumar Chairperson - MBA Analytics

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.





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