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SYLLABUS FOR BOARD OF STUDIES ADOPTION — generated from the live catalogue record

# HR Analytics and People Data

X-M1 · 3 days (configurable 1–5 days) · Management · Business &amp; Finance · Years: 2nd, 3rd, PG

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## OVERVIEW

Students analyse workforce data to answer people questions on attrition, hiring and engagement.

HR is becoming data-driven; management graduates who can analyse people data bring a scarce, decision-shaping skill to any HR team.

## HOURS AND CREDIT POSITION

Contact hours: 24   Guided project: 6   Self-study: 0   Notional total: 30

### Credit claim: 1

30 notional hours ÷ 30 hours per credit (NSQF track, UGC Micro-credentials Guidelines §5.3.3) = 1 credits.

## COURSE OUTCOMES

CO1. Identify the core HR metrics and their data sources (K2)

CO2. Analyse attrition and hiring data for patterns (K4)

CO3. Build an HR dashboard of workforce metrics (K3)

CO4. Interpret people data while respecting privacy (K4)

CO5. Produce a people-analytics report with recommendations (K5)

## COURSE CONTENT — MODULES

Hours shown are the recommended format; module time scales proportionally when the engagement runs 1–5 days.

### Module 1 — HR analytics foundations (4h recommended)

Theory: Metrics, the people-data landscape

Lab: Map HR metrics to decisions

Output: Metric map

### Module 2 — HR data (4h recommended)

Theory: Sources, quality, ethics and privacy

Lab: Assess a people dataset

Output: Data assessment

### Module 3 — Descriptive people analytics (4h recommended)

Theory: Headcount, attrition, diversity metrics

Lab: Compute workforce metrics

Output: Metrics report

### Module 4 — Predictive basics (4h recommended)

Theory: Attrition risk, drivers

Lab: Model attrition drivers

Output: Driver analysis

### Module 5 — Visualisation and reporting (4h recommended)

Theory: HR dashboards

Lab: Build an HR dashboard

Output: HR dashboard

### Module 6 — Capstone (4h recommended)

Theory: A people-analytics report with recommendations

Lab: Produce a people-analytics report

Output: People-analytics report

## ASSESSMENT SCHEME (100 MARKS)

Continuous exercises — 40 marks

Analytical report — 40 marks

Viva voce — 20 marks

## CO-PO MAPPING

CO1 !' PO1 (strength 2)

HR metrics are foundational domain knowledge.

**CO2 !' PO4 (strength 2)**

Attrition analysis is investigation.

**CO3 !' PO5 (strength 2)**

The dashboard tool is modern-tool usage.

**CO4 !' PO6 (strength 2)**

Handling people data responsibly is professional ethics.

**CO5 !' PO10 (strength 2)**

The report is professional communication.

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**EVERY PARTICIPANT RECEIVES**

- Certificate of completion
- Course material
- LMS access
- Interview question bank
- Mock interview & viva practice
- Optional nasscom NSQF assessment (priced per candidate on your quotation)

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**FEE**

<sup>1</sup>1,700 per student, incl. GST

Excludes the optional nasscom assessment where offered. Final pricing on your college's quotation.

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**DESIGNED BY**

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