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 & 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.

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)

FEE

[1]700 per student, incl. GST
Excludes the optional nasscom assessment where offered. Final pricing on your college's quotation.

DESIGNED BY

Venkat Kurela — Founder & Director, Kurela Cognisive Private Limited