



Indian Institute Of Management
Kashipur (IIM Kashipur)

Member of AACSB

Executive Programme in HR Management & Analytics

Type

Executive Program

Mode

Online

Duration

6 Months

Total fees

₹ 81,000

Indian Institute Of Management Kashipur (IIM Kashipur)

Established in 2011 by the Government of India, the Indian Institute of Management Kashipur is a second-generation IIM committed to excellence in management education. Guided by the values of collegiality, transparency, sustainability and stakeholder engagement, the institute fosters academic excellence, research and innovation. Through strong industry collaboration and a future-focused approach, IIM Kashipur develops responsible leaders equipped to address evolving business and societal challenges.

Executive Programme in HR Management & Analytics

Highlights

- ◆ Build expertise across HR management, analytics and AI-driven people practices.
- ◆ Learn descriptive, predictive and prescriptive analytics for strategic workforce decision-making.
- ◆ Apply concepts through real-world HR case studies, analytics tools and a capstone project.
- ◆ Participate in a two-day campus immersion with opportunities for faculty interaction and peer networking.
- ◆ Earn a prestigious certificate from IIM Kashipur upon successful completion of the programme.

Learning outcomes

- ◆ Apply HR analytics to support talent acquisition, workforce planning and employee performance management.
- ◆ Transform HR data into actionable insights using visualization, business intelligence and analytical tools.
- ◆ Leverage AI-enabled HR solutions to enhance employee experience, engagement and organizational effectiveness.
- ◆ Build predictive and prescriptive models to anticipate workforce trends and improve strategic HR decisions.
- ◆ Develop and present data-driven HR solutions through a hands-on capstone project using real-world HR datasets.

Eligibility Criteria

Any Graduate

Curriculum Overview

Module I: The Origin - Foundations of HR Management (4 subjects)

- ◆ Effective Recruitment Process
 - ◆ Sourcing and Onboarding
 - ◆ Strategic staffing
 - ◆ Payroll
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Module II: The Decoder - Data-Driven HR Analytics & Decision Making (5 subjects)

- ◆ Strategies for effective data visual analytics
 - ◆ Visualizing HR data with AI & Business Intelligence
 - ◆ Developing DAX measures based on HR requirements
 - ◆ Planning and developing HR dashboard/reports & data stories
 - ◆ More on Visual Analytics - HR trends; clustering; distributions & forecasting
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Module III: The Futurist - Human + AI : Transforming HR Lifecycle (3 subjects)

- ◆ AI powered modern HR Practices
- ◆ Explainable AI and HR oversight
- ◆ Case examples of AI implementations in HR & future skills

Module IV: The Investigator - Exploring the Past to Shape the Present (Descriptive Analytics)

(2 subjects)

- ◆ Benchmarking and Metrics
 - ◆ Strategic use of Metrics
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Module V: The Forecaster - Predicting People Challenges Before They Happen (Predictive analytics) (2 subjects)

- ◆ Measurement and Scaling Techniques Predictive Analytics Modeling
 - ◆ Application of predictive analytics - examples will be drawn from various HR domains such as talent acquisition; talent development; attrition; HR interventions etc
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Module VI: The Strategist - Making Smarter, Data-Backed HR Decisions (Prescriptive analytics) (1 subject)

- ◆ Use of Prescriptive Analytics for HR problems
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Module VII: The Finale - Your HR Analytics Leadership Moment (Capstone Project)

The Capstone Project serves as the culminating experience of the HR Analytics & Management program, offering participants the opportunity to apply their analytical expertise to a real-world human resource challenge. Through this hands-on initiative, learners synthesize concepts from descriptive, predictive, and prescriptive analytics to design AI data-driven HR solutions aligned with strategic organizational goals. Participants are expected to work with HR datasets, craft actionable insights, and present their recommendations using advanced visualization and storytelling techniques.

Fee Structure

Fee heads	Amount
Program Fee	₹ 80,000
Application Fee	₹ 1,000
Total	₹ 81,000