

HR ASSOCIATION INDIA · OPEN PROGRAM · GURUGRAM

— INDIA'S MOST HANDS-ON HR ANALYTICS PROGRAM

HR Analytics & AI for HR

From Data to Decisions

GUARANTEED
RESULTS
You DO it in class

A LIVE 2-DAY INTENSIVE OPEN WORKSHOP

350,000+

Professionals
Trained

250+

Corporate
Clients

1,900

Training
Days

28

FEE PER
16,000

INR + GST

PER DELEGATE

HRAI Members: 20% off

FACILITATED BY

Dr. Vikas Vats

India's Pioneer of HR Analytics · Author · Keynote Speaker · Founder, HR Association India

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www.hrassociationindia.com

About This Program

The **HR Analytics & AI for HR Workshop** is India's most hands-on open program, where companies nominate their HR delegates. Facilitated by **Dr. Vikas Vats** — India's pioneer of HR Analytics — this 2-day intensive combines proven analytics methodology with today's AI tools, giving participants skills to immediately transform their HR practice.

★ **The Guarantee:** Every concept is practiced in the room with dummy data. You leave having **done** — not just heard — everything covered.

Why This Program — Why Now

73%	of Indian employers increased L&D investment last year — yet HR teams still lack analytics capability
AI Tools	are now embedded in every major HR process — from recruitment to engagement to performance
Only 22%	of HR leaders are involved in enterprise-wide AI decisions — a massive skill and influence gap
Your Peers	enrolling in ISB, XLRI and AIHR? This workshop gives you better and guaranteed skills — at a fraction of the cost
This Program	is the only live, practitioner-led, hands-on program in India with Guaranteed Results

350,000+
Professionals Trained

250+
Corporate Clients

1,900
Training Days

20+
Years Experience

Distinguished Features

<p>■ Guaranteed Results Every concept practiced in the room with dummy data — you DO it, not just hear it</p>	<p>■ AI Tools — Live Demonstrations Power BI, AI dashboards, ChatGPT/Claude for HR, sentiment analysis — hands-on practice</p>
<p>■ India-Specific Case Studies Real examples from IT, BFSI, Manufacturing, Pharma, FMCG — not generic global content</p>	<p>■ Mastery in 5 HR Domains L&D, Talent Acquisition, Performance, Engagement & Psychometrics — each with AI layer</p>
<p>■ Dual Certification HR Association India & California University of Management Science and Technology</p>	<p>■ IDP & 30-Day Action Plan Leave with a personal implementation plan tailored to your organisation and role</p>

AI & Technology Tools Covered

Power BI	AI Dashboard Tools	ChatGPT / Claude / Gemini	HR AI Platforms
Sentiment Analysis	Predictive Analytics	Data Visualisation	Prompt Engineering

Who Should Attend

✓ HR Directors & CHROs	✓ L&D Managers & Specialists
✓ HR Managers & Business Partners	✓ Talent Acquisition Specialists
✓ HR Generalists upgrading their skills	✓ HR Consultants & Practitioners
✓ MBA (HR) Students	✓ All Industries — IT, BFSI, Mfg, Pharma

Day 1 — HR Analytics: Foundation to Intelligence

MORNING SESSION — Fundamentals & Framework

- HR Analytics is a Necessity, not a Luxury — the business case
- How to begin HR Analytics in your organisation — step-by-step
- What HR Analytics IS and what it is NOT — clearing the myths
- Analytics and the HR Value Chain
- Understanding Data, Metrics and Analytics — the 3-tier model
- Variables, Research Design & Hypothesis Testing
- Analytics Continuum: Reporting → Analysis → Prediction
- HR Analytics Case Studies — India-specific, cross-industry
- HR Functions on the Continuum of Complexity & Business Value
- Foundational HR Metrics: Formulas, Interpretations and Pitfalls

AFTERNOON SESSION — Data, Statistics & AI Introduction

- Data Collection, Errors and Data Cleaning
- Variance Analysis — what drives the numbers
- Statistics for HR Analytics — made practical
- Intermediate HR Metrics & Benchmarking
- Outliers, Normalization and Standardization
- Reliability & Validity in HR instruments
- Central Tendencies in HR context
- AI in HR Analytics — the tool landscape **[NEW]**
- Using Correlations in HR Analytics
- Prompt Engineering for HR Professionals **[NEW]**

★ Hands-on Practice Session · Capstone Project 1 Briefing at end of Day 1

Day 2 — Predictive Analytics, AI Tools & 5 HR Domains

■ MORNING SESSION — Predictive Analytics & Visualization

■ Recap, Q&A and Capstone Project 1 Presentation	■ Introduction to HR Dashboards
■ Regression Analysis for HR	■ Calculating ROI of Training Programs
■ Predictive Analysis using multiple methods	■ Power BI for HR — automated dashboards [NEW]
■ Predicting attrition, performance, engagement	■ AI-powered dashboard tools — live demo [NEW]
■ Hands-on Predictive Analysis practice	■ Advanced AI & Free Tools in HR Analytics [NEW]

■ AFTERNOON SESSION — Mastery in 5 HR Domains

01 L&D	02 Talent Acquisition
■ Training Needs Analysis using data	■ Hiring High-Performing Candidates via data
■ Training Impact Assessment & ROI	■ Evaluating Your Hiring Process
■ HiPo Identification & Retention	■ Attrition Analysis — who leaves and why
■ Impact of L&D on Performance & Attrition	■ Predicting flight risk
■ AI tools for L&D planning and TNA [NEW]	■ AI screening tools and bias auditing [NEW]

03 Performance Mgmt	04 Employee Engagement	05 Psychometrics
■ Predict Future Performance using analytics	■ Why Engagement Metrics matter most	■ Questionnaires vs. Psychometrics
■ Identify Performance Drivers	■ Designing Engagement Surveys	■ Assessing Reliability and Validity
■ Data-driven Performance Improvement Plans	■ Analysing Engagement for insights	■ Building R&V into HR interventions
■ KPIs aligned to Business Goals	■ Impact of Engagement on all HR outcomes	■ Using Standard Deviation for HR data
■ AI performance dashboards & NLP [NEW]	■ AI sentiment analysis & pulse surveys [NEW]	■ Ethical AI use in assessments [NEW]

★ IDP & Action Planning · Capstone Final Presentation · Certificate Distribution

Program Details & Investment

Format	Open Program — Companies Nominate Delegates Live, In-Person
Location	Gurugram, Haryana
Duration	2 Full Days · 9:00 AM – 5:30 PM each day
Fee per Delegate	INR 16,000 + GST
Group Discount	3+ delegates from same organisation — contact us
HRAI Members	20% Discount on the fee
Certification	Dual — HR Association India + California University MST
Guarantee	You practice everything in class with dummy data — Guaranteed Results

Accreditations

HR Association India

hrassociationindia.com

India's Largest HR Community · 80,000+ Members

California University of Management Science and Technology

caluniversity.org

Your Facilitator

Dr. Vikas Vats

India's Pioneer of HR Analytics

Thought Leader · Author · Keynote Speaker

- Pioneer of HR Analytics in India
- Author: Organizational Transformation by HR Analytics
- Founder: HR Association India
- Founder: California University MST
- Keynote Speaker: Pan-India HR Summits
- 20+ Years Practitioner Experience

Dr. Vikas Vats is India's most sought-after HR Consultant, Corporate Trainer and Keynote Speaker, with 20+ years of practitioner experience across 250+ organisations globally. He is the acknowledged **pioneer of HR Analytics training in India.**

His approach is unapologetically pragmatic — built for real-world impact, not academic theory. Participants are **guaranteed to benefit.**

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