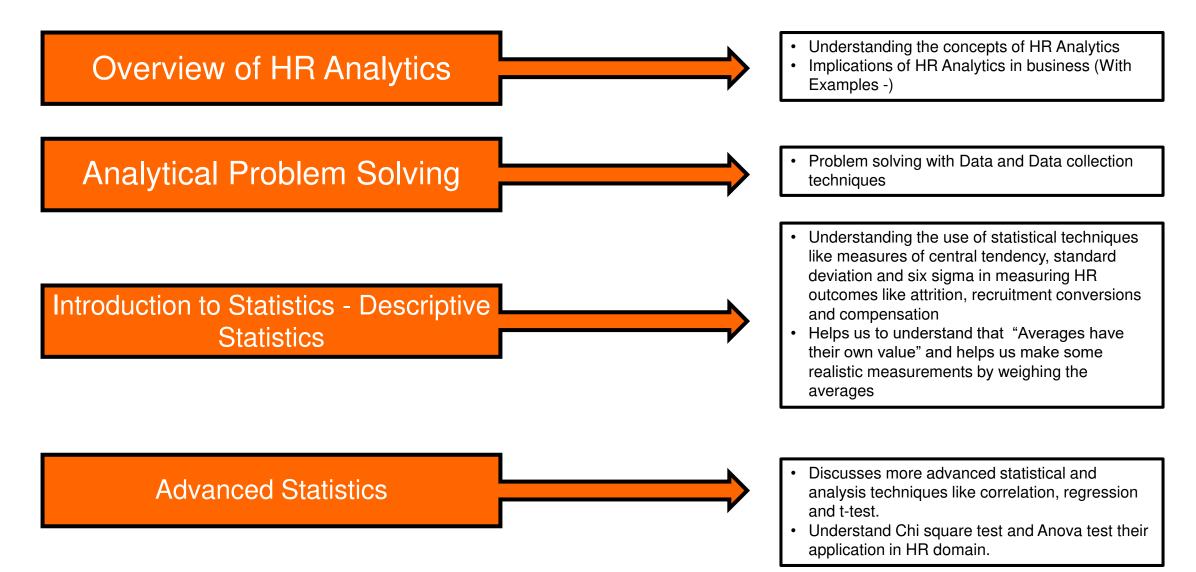# unext

HR Analytics

Program Outcome

- ❑ **_Understand the business problem_** using descriptive Analytics

- ❑ **_Focusing in problem areas_** by suing deep insights of descriptive analytics

- ❑ **_Attrition Prediction_** using logistic regression

- ❑ **_Capability to calculate accuracy_** of the logistic regression

- ❑ **_Visualization and dash-board_** creation for quick reference by senior management

- ❑ **_Specific report generation_** based on insight

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Coverage

Overview of HR Analytics

- Understanding the concepts of HR Analytics
- Implications of HR Analytics in business (With Examples -)

Analytical Problem Solving

- Problem solving with Data and Data collection techniques

Introduction to Statistics - Descriptive Statistics

- Understanding the use of statistical techniques like measures of central tendency, standard deviation and six sigma in measuring HR outcomes like attrition, recruitment conversions and compensation
- Helps us to understand that "Averages have their own value" and helps us make some realistic measurements by weighing the averages

Advanced Statistics

- Discusses more advanced statistical and analysis techniques like correlation, regression and t-test.
- Understand Chi square test and Anova test their application in HR domain.

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Coverage

Descriptive Analytics	• Detailed understanding of business problem • Understanding the Data and drawing the business insights from descriptive analytics • Usage of Pivot table to in understand other various measures by slicing and dicing the data
Predictive Analytics	• Learning prediction of attrition using logistic regression. • Using logistic regression exercise to build a model that helps in predictive accuracy of the regression
Visualization	• Visualization basics- types of graphs and charts • Creating the report and comments / insights for the same
Implementation	How to advance the organization's analytics agenda, summarizing HR analytics models and Analytics maturity model. Summarizing what has been learnt so far.

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