

Anekant Education Society
Anekant Institute of Management Studies (AIMS)
Baramati, Dist-Pune (MAH)

Course Type: Add-on Course

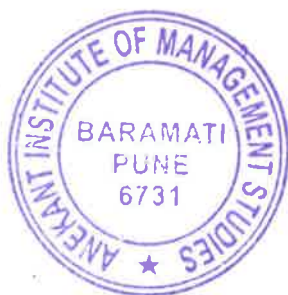
Course Name: Basics of HR Analytics

Course Duration: 30 hrs.

Course Time: 4.30 – 5.30

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REF:AES/AIMS/

Date:- 20th Jan 2024

NOTICE

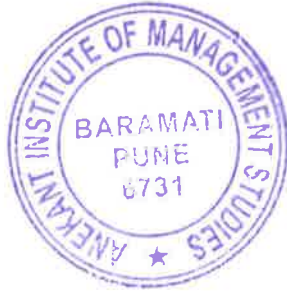
Add-On Course

All MBA-II year students are hereby informed that, Institute is going to conduct **Add-on Course** on “**Basics of HR Analytics**”. The students who are interested to join the course can submit their names to Dr. P. V. Yadav (Course Teacher) on or before **31st Jan 2024**.

Further, the regular session of the said course shall commence from **1st Feb, 2024** at **4.30 to 5.30 PM**.

Kindly take a note of this.


Dr. P. V. Yadav
Course Teacher




Director

Copy to:

1. Classroom Circulation
2. Display on notice board
3. Notice File
4. Director File

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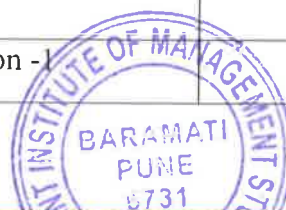
Course Name: Basics of HR Analytics

Course Duration: 30 hrs.

Course Time: 4.30 – 5.30

Lesson Plan

Month	Particular	No. of sessions allotted
Feb	Introduction to HR analytics	01
	HR Data Preparation & Development of HR metrics	01
	Data science framework	01
	Pitfalls of data science framework and Basics of data visualization	01
	Developing HR analytics unit and culture	01
	Introduction to data visualization	01
	Data Visualization Power BI – 1	01
	Data Visualization Power BI – 2	01
	Data Visualization Power BI – 3	01
	Data Visualization Excel - 1	01
Mar	Data Visualization Excel - 1	01
	Steps of recruitment	01
	Managerial challenges of recruitment -1	01
	Managerial challenges of recruitment – 2	01
	Recruitment Analytics – 1	01
	Recruitment Analytics – 2	01
	Recruitment Analytics – 3	01
	Recruitment Analytics – 4	01
	Steps of employee selection process	01
	Managerial challenges of employee selection -1	01



Apr	Managerial challenges of employee selection - 2	01
	Selection Analytics – 1	01
	Selection Analytics – 2	01
	Selection Analytics – 3	01
	Selection Analytics – 4	01
	Data Visualization of Recruitment & Selection	01
	Training Analytics – 1	01
	Training Analytics – 2	01
	Training Analytics – 3	01
	Training Analytics – 4	01
		Total- 30

Books:—

- 1) Guenole, N., Ferrar, J., & Feinzig, S. (2017). The power of people: How successful organizations use workforce analytics to improve business performance. FT Press.
- 2) Human resource analytics: Strategic decision making by Nishant Uppal, Pearson India

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Course Type: Add-on Course

Course Name: Basics of HR Analytics

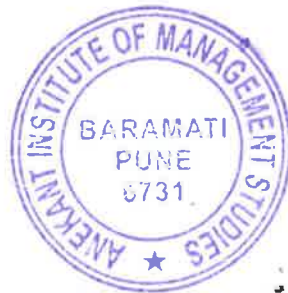
Course Duration: 30 hrs.

Course Time: 4.30 – 5.30

List of Students Admitted

#	Roll No.	Name of the Student	Student Signature
1	673122051	JADHAV YOGESH BAPU	Yogesh J.
2	673122080	MADANE KAJAL DATTATRAY	Madane Kajal
3	673122108	SAYYAD NAZNIN SHAKIL	SNaznin
4	673122067	KHADE MIRABAI VASANT	Mirabai
5	673122079	LOKHANDE AISHWARYA RAJENDRA	Aishwarya Lokhande
6	673122100	RANAWARE SWARALI DATTATRAY	Swarali
7	673122116	SONAVANE ADESH PRAKASH	Adesh Sonawane
8	673122120	THOMBARE SHRINATH ABASAHEB	ST
9	673122121	TONDE MADHURI RAJENDRA	Madhuri Tonde
10	673122126	ZENDE SHEKHAR HINDURAO	Shekhar


Dr. P. V. Yadav
Course Teacher




Director

Anekant Education Society's
ANEKANT INSTITUTE OF MANAGEMENT STUDIES
Anekant Education Society Campus, Baramati, Dist-Pune-413102.

Class Attendance Report

Academic Year: 2023-2024

Class: MBA-II

Semester: IV

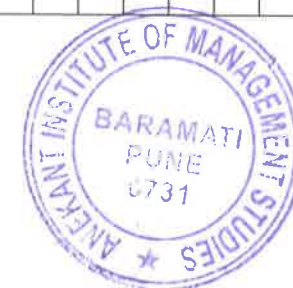
Specialization: - Add-On Course

Faculty Name: Dr. P V Yadav

Course Name: Basics of HR Analytics

Batch No.: 2022-24

		Session No.		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
		Lecture Type		L	P	L	P	L	P	L	P	L	P	L	P	L	P	L	L	P	L	P	L	P	L	P	L	P	L	P	L	P	L	
	Roll No	Date Time	Lerner's Level	02-02-2024	02-02-2024	03-02-2024	05-02-2024	07-02-2024	09-02-2024	11-02-2024	13-02-2024	15-02-2024	17-02-2024	19-02-2024	21-02-2024	22-02-2024	23-02-2024	24-02-2024	25-02-2024	26-02-2024	27-02-2024	28-02-2024	02-03-2024	04-03-2024	05-03-2024	07-03-2024	09-03-2024	11-03-2024	13-03-2024	14-03-2024	15-03-2024	16-03-2024	17-03-2024	
Sr. No.		Student Name	Lerner's Level																															
1	673122051	JADHAV YOGESH BAPU	Slow	Yogesh J	Yogesh J	Yogesh J	Yogesh J	Yogesh J	A	Yogesh J	Yogesh J	Yogesh J	Yogesh J	Yogesh J	Yogesh J	Yogesh J	Yogesh J	Yogesh J	Yogesh J	Yogesh J	Yogesh J	Yogesh J	Yogesh J	Yogesh J	Yogesh J	Yogesh J	A	Yogesh J	A	Yogesh J	Yogesh J	Yogesh J	A	
2	673122080	MADANE KAJAL DATTATRAY	Slow	Madane Kajal	Madane Kajal	Madane Kajal	A	Madane Kajal	Madane Kajal	Madane Kajal	A	Madane Kajal	Madane Kajal	A	Madane Kajal	Madane Kajal	Madane Kajal	Madane Kajal	Madane Kajal	Madane Kajal	Madane Kajal	Madane Kajal	Madane Kajal	Madane Kajal	Madane Kajal	A	Madane Kajal	Madane Kajal	Madane Kajal	A	Madane Kajal	Madane Kajal	Madane Kajal	
3	673122108	SAYYAD NAZNIN SHAKIL	Slow	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	A	A	Sayyad Naznin	Sayyad Naznin	A	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	Sayyad Naznin	
4	673122067	KHADE MIRABAI VASANT	Slow	NK	NK	NK	NK	NK	NK	NK	NK	NK	NK	NK	NK	NK	NK	NK	NK	NK	NK	NK	NK	NK	NK	A	NK	A	NK	NK	NK	NK	NK	A
5	673122079	LOKHANDA AISHWARYA RAJENDRA	Slow	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	Lokhande Aishwarya	
6	673122100	RANAWARE SWARALI DATTATRAY	Advanced	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	A	A	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	Ranaware Swarali	
7	673122116	SONAVANE ADESH PRAKASH	Advanced	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	Sonavane Adesh	
8	673122120	THOMBARE SHRINATH ABASAHEB	Advanced	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	Thombare Shrinath	
9	673122121	TONDE MADHURI RAJENDRA	Advanced	Tonde Madhuri	Tonde Madhuri	Tonde Madhuri	Tonde Madhuri	Tonde Madhuri	A	Tonde Madhuri	A	Tonde Madhuri	Tonde Madhuri	A	Tonde Madhuri	Tonde Madhuri	Tonde Madhuri	Tonde Madhuri	Tonde Madhuri	Tonde Madhuri	Tonde Madhuri	A	Tonde Madhuri	Tonde Madhuri	Tonde Madhuri	Tonde Madhuri	Tonde Madhuri	Tonde Madhuri	Tonde Madhuri	Tonde Madhuri	Tonde Madhuri	Tonde Madhuri	Tonde Madhuri	Tonde Madhuri
10	673122126	ZENDE SHEKHAR HINDURAO	Slow	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	Zende Shekhar	
				10	10	10	9	10	9	9	9	9	10	9	9	10	9	10	10	10	10	9	10	9	8	9	8	8	8	9	9	10	8	



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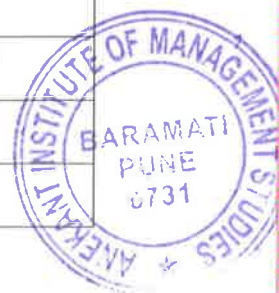
Course Name: Basics of HR Analytics

Course Duration: 30 hrs.

Course Time: 4.30 – 5.30

Course Completion Report

Month	Date	Particular	No. of Students Attended
Feb	02-02-2024	Introduction to HR analytics	10
	02-02-2024	HR Data Preparation & Development of HR metrics	10
	03-02-2024	Data science framework	10
	05-02-2024	Pitfalls of data science framework and Basics of data visualization	9
	07-02-2024	Developing HR analytics unit and culture	10
	09-02-2024	Introduction to data visualization	9
	11-02-2024	Data Visualization Power BI – 1	9
	13-02-2024	Data Visualization Power BI – 2	9
	15-02-2024	Data Visualization Power BI – 3	9
	17-02-2024	Data Visualization Excel - 1	10
Mar	19-02-2024	Data Visualization Excel - 1	9
	21-02-2024	Steps of recruitment	9
	22-02-2024	Managerial challenges of recruitment -1	10
	23-02-2024	Managerial challenges of recruitment – 2	9
	24-02-2024	Recruitment Analytics – 1	10
	25-02-2024	Recruitment Analytics – 2	10
	26-02-2024	Recruitment Analytics – 3	10
	27-02-2024	Recruitment Analytics – 4	10
	28-02-2024	Steps of employee selection process	9



	02-03-2024	Managerial challenges of employee selection -1	10
Mar	04-03-2024	Managerial challenges of employee selection - 2	9
	05-03-2024	Selection Analytics – 1	8
	07-03-2024	Selection Analytics – 2	9
	09-03-2024	Selection Analytics – 3	8
	11-03-2024	Selection Analytics – 4	8
	13-03-2024	Data Visualization of Recruitment & Selection	8
	14-03-2024	Training Analytics – 1	9
	15-03-2024	Training Analytics – 2	9
	16-03-2024	Training Analytics – 3	10
	17-03-2024	Training Analytics – 4	8
			Total- 30

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Anekant Institute of Management Studies (AIMS)
Baramati, Dist-Pune (MAH)**

Course Type: Add-on Course
Course Duration: 30 hrs.

Course Name: Basics of HR Analytics
Course Time: 4.30 – 5.30

Evaluation Sheet

Roll No.	Name of the Student	Lab Work (20 Marks)	Oral (20 Marks)	Case Study (10 Marks)	Total Marks (50)
673122051	JADHAV YOGESH BAPU	13	16	7	36
673122080	MADANE KAJAL DATTATRAY	15	14	8	37
673122108	SAYYAD NAZNIN SHAKIL	16	16	6	38
673122067	KHADE MIRABAI VASANT	14	15	8	37
673122079	LOKHANDE AISHWARYA RAJENDRA	16	14	7	37
673122100	RANAWARE SWARALI DATTATRAY	17	15	8	40
673122116	SONAVANE ADESH PRAKASH	13	16	7	36
673122120	THOMBARE SHRINATH ABASAHEB	15	14	8	37
673122121	TONDE MADHURI RAJENDRA	16	16	6	38
673122126	ZENDE SHEKHAR HINDURAO	14	15	8	37

Course Teacher:— Dr. P. V. Yadav





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AES Campus, T C College Road, Baramati, Dist Pune (MH) Phone No. 02112-227299 | www.aimsaramati.org

CERTIFICATE OF COMPLETION

This is to certify that

Mr. /Ms Jadhav Yogesh Bapu

Roll Number 673122051

has successfully completed Add on Course in Basics of HR Analytics
from 01/02/2024 to 21/03/2024

Dr: P. V. Yadav
Course Teacher



Dr. M. A. Lahori
Director



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CERTIFICATE OF COMPLETION

This is to certify that

Mr. /Ms Madane Kajal Dattatray

Roll Number 673122080

has successfully completed Add on Course in Basics of HR Analytics
from 01/02/2024 to 21/03/2024

Dr: P. V. Yadav
Course Teacher



Dr. M. A. Lahori
Director



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CERTIFICATE OF COMPLETION

This is to certify that

Mr. /Ms Sayyad Naznin Shakil

Roll Number 673122108

**has successfully completed Add on Course in Basics of HR Analytics
from 01/02/2024 to 21/03/2024**

Dr: P. V. Yadav
Course Teacher



Dr. M. A. Lahori
Director



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CERTIFICATE OF COMPLETION

This is to certify that

Mr. /Ms Khade Mirabai Vasant

Roll Number 673122067

has successfully completed **Add on Course in Basics of HR Analytics**
from 01/02/2024 to 21/03/2024

Dr: P. V. Yadav
Course Teacher



Dr. M. A. Lahori
Director



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CERTIFICATE OF COMPLETION

This is to certify that

Mr. /Ms Lokhande Aishwarya Rajendra

Roll Number 673122079

has successfully completed Add on Course in Basics of HR Analytics
from 01/02/2024 to 21/03/2024

Dr. P. V. Yadav
Course Teacher



Dr. M. A. Lahori
Director



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CERTIFICATE OF COMPLETION

This is to certify that

Mr. /Ms Ranaware Swarali Dattatray

Roll Number 673122100

**has successfully completed Add on Course in Basics of HR Analytics
from 01/02/2024 to 21/03/2024**

Dr: P. V. Yadav
Course Teacher



Dr. M. A. Lahori
Director



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CERTIFICATE OF COMPLETION

This is to certify that

Mr. /Ms Sonavane Adesh Prakash

Roll Number 673122116

has successfully completed Add on Course in Basics of HR Analytics
from 01/02/2024 to 21/03/2024



Dr. P. V. Yadav
Course Teacher

Dr. M. A. Lahori
Director



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CERTIFICATE OF COMPLETION

This is to certify that

Mr. /Ms Thombare Shrinath Abasaheb

Roll Number 673122120

**has successfully completed Add on Course in Basics of HR Analytics
from 01/02/2024 to 21/03/2024**

Dr: P. V. Yadav
Course Teacher



Dr. M. A. Lahori
Director



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CERTIFICATE OF COMPLETION

This is to certify that

Mr. /Ms Tonde Madhuri Rajendra

Roll Number 673122121

has successfully completed Add on Course in Basics of HR Analytics
from 01/02/2024 to 21/03/2024

Dr: P. V. Yadav
Course Teacher



Dr. M. A. Lahori
Director



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CERTIFICATE OF COMPLETION

This is to certify that

Mr. /Ms Zende Shekhar Hindurao

Roll Number 673122126

has successfully completed Add on Course in Basics of HR Analytics
from 01/02/2024 to 21/03/2024

Dr: P. V. Yadav
Course Teacher



Dr. M. A. Lahori
Director

Feedback Form

1. Name of the Student:
2. Gender: 1) Male 2) Female
3. Roll No./Aadhar No.....
4. Mobile No.....
5. Email Id.....
6. Class: 1) MBA-I 2) MBA-II
7. Semester:
8. Batch: 20....- 20....

A] Tick in the appropriate box on the basis of your Satisfaction Level on AIMS Resources and Practices.

The scale of satisfaction level is given below:

I = Highly Dissatisfied

II = Moderately Dissatisfied

III = Neutral

IV = Moderately Satisfied

V = Highly Satisfied

Sr.No.	Parameters	Satisfaction Level				
		I	II	III	IV	V
1.	Teaching Pedagogy					
2.	Evaluation System					
3.	Lab Assignments					
4.	Guest Lectures					
5.	Interaction with faculty					
6.	Computer/Internet facilities					
7.	This course develop you professionally					
8.	The course met my expectations					
9.	The course met my needs					
10.	The topics covered were relevant to the course					

B] Give your suggestions for improvement of above mentioned parameter.

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Feedback Analysis Report

Sr.No.	Parameters	Rank
1.	Teaching Pedagogy	4
2.	Evaluation System	5
3.	Lab Assignments	8
4.	Guest Lectures	9
5.	Interaction with faculty	10
6.	Computer/Internet facilities	7
7.	This course develop you professionally	1
8.	The course met my expectations	3
9.	The course met my needs	2
10.	The topics covered were relevant to the course	6

