



VJIM

AN INNOVATION DRIVEN B-SCHOOL

MEASURING HR THROUGH METRIC DRIVEN WORLD



INTRODUCTION

Professionals in HR are increasingly challenged to take a more strategic perspective to their role in organization. The last decade has been highlighted by an ever-increasing appreciation for the value of intangible assets and the associated trend toward incorporated strategic performance measurement systems throughout the organization.. This program is intended to guide participants through the challenges of the converging trends and measure the impact of HR policies and processes in organizations.

New opportunities, new roles for Human Resource professionals, new demands for HR's accountability, and new perspectives on measuring organizational performance have all converged. The need for HR staff with an understanding of quantifying the intangible efforts & ability to measure the impact is at an all-time high. This program is an attempt to introduce participants to think measurement in HR.

METHODOLOGY

The program shall use activity based learning with a mixture of exercises, group activities and lectures.

EXPECTED PARTICIPANTS

The program is suitable to HR professionals, students specializing in HR, faculty members, academicians etc.

PROGRAM CONTENTS

- Talent Acquisition Metrics
 - Performance Management Metrics
 - HRD Culture Metrics
 - HR Competency measurement
 - HR Scorecard
-

OBJECTIVES OF THE PROGRAM

The course intends the participants:

1. To understand the importance of HR metrics in measuring HR's impact in driving business results.
 2. To convert soft factors of HR into measurable variables.
 3. To identify the right HR Metrics to align HR and business goals.
-

Learning outcome of the program and where / how this can be utilized by the participants

At the conclusion of this course, participants should be able to:

1. Understand how HR function adds value and demonstrate value in business terms.
 2. Able to measure the value of the intangibles of HR and their impact on business
 3. Able to design metrics and measurement index for HR functions.
-

SHORT PROFILE OF COORDINATOR

Yamini Meduri

A computer science graduate went on to pursue HR in one of prestigious institutions in the country; Yamini Meduri is also a Masters in Labor Laws and Labor welfare from University of Pune. She joined her current organization, Vignanjyothi Institute of Management, as a Research Associate and moved on to become an Assistant Professor in HR & OB. In less than five years, Yamini has 6 research publications to her credit along with talking her research in two international conferences, one in Sri Lanka & other in USA. A recipient of 'Young Scientist' research grant from Dept. of Science & Technology, Govt. of India for her research in Disaster Recovery study, she has three internationally indexed research articles to her credit.

DURATION

16 hours on 2 days(8 hours each)

DATES

12 & 13 May 2017 | 11 & 12 August 2017

FEE

Rs. 3000/- per participant (Rs. 2500/- per participant in case 3 or more nominations from a single organization)

Program Coordinator: Ms. Yamini Meduri
Mobile: 97044 51662, E-mail: yamini.meduri@vjim.edu.in