

Transform HR Management

– *Where Analytics Meet AI*

Executive Development Programme in

Digital HR Transformation & AI-Driven HR Analytics

Batch 03

XLRI Jamshedpur

Marketing Partner

jaro education



HR BY THE NUMBERS: KEY STATISTICS SHAPING MODERN WORKPLACES



More than 9 in 10 (94%) business leaders say that people analytics elevates the HR profession.

*SHRM

38% say HR analytics are very effective at providing insights to HR leaders.

*Oracle

Compared to HR analytics-laggard firms, analytics-leader firms are ten times more likely to be very effective at providing insights to top leaders.

*Oracle

Compared to HR analytics-laggard firms, analytics-leader firms are three times more likely to have business managers who are supportive of people analytics.

*Oracle

71% of HR executives who use people analytics report that it is essential to their organization's HR strategy.

*SHRM

57% of surveyed organizations stated that an inability to generate analytics with their old system was a top reason that they were seeking new HR technology.

*Deloitte



NEED FOR AI IN HR MANAGEMENT

Decision Making



TRADITIONAL HR MANAGEMENT

Relies on intuition, experience, and manual data analysis.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS

Data-driven decisions using AI and advanced analytics.

Recruitment and Selection



TRADITIONAL HR MANAGEMENT

Manual resume screening and interviews.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS

Automated screening, AI-driven candidate matching, and predictive analytics.

Employee Engagement



TRADITIONAL HR MANAGEMENT

Employee surveys and periodic reviews.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS

Real-time sentiment analysis and continuous feedback through AI tools.

NEED FOR AI IN HR MANAGEMENT

Performance Management



TRADITIONAL HR MANAGEMENT

Annual appraisals and subjective evaluations.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS

Continuous performance monitoring with real-time data insights.

Learning and Development



TRADITIONAL HR MANAGEMENT

Standardized training programs with limited personalization.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS

Personalized learning paths using AI recommendations based on data.

Workforce Planning



TRADITIONAL HR MANAGEMENT

Static workforce planning based on historical data.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS

Dynamic workforce planning with predictive analytics for future needs.

NEED FOR AI IN HR MANAGEMENT

Data Management



TRADITIONAL HR MANAGEMENT

Manual data entry and siloed systems.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS

Integrated digital platforms with real-time data access and analytics.

Employee Retention



TRADITIONAL HR MANAGEMENT

Reactive measures based on exit interviews.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS

Proactive retention strategies using predictive analytics and AI models.

HR Processes



TRADITIONAL HR MANAGEMENT

Paper-based or basic digital processes.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS

Fully automated, digital HR processes with AI-driven insights.

NEED FOR AI IN HR MANAGEMENT

Compliance and Reporting



TRADITIONAL HR MANAGEMENT

Manual compliance tracking and reporting.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS

Automated compliance monitoring with real-time reporting capabilities.

Employee Experience



TRADITIONAL HR MANAGEMENT

One-size-fits-all approach with limited personalization.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS

Enhanced employee experience through personalized, data-driven solutions.



PROGRAMME OVERVIEW

The Executive Development Programme in Digital HR Transformation & AI-Driven HR Analytics from XLRI is designed for today's HR leaders who must navigate the evolving landscape of hybrid workplaces and data-driven people management. With the rapid rise of digital technologies, HR professionals are now required to go beyond traditional behavioural science, integrating business acumen with cutting-edge AI and machine learning. This programme empowers HR professionals and organizational psychologists to harness these innovations, transforming workplaces into agile, data-centric environments.

To thrive in this new era, HR teams must master the complexities of behavioural data and the specialized nuances of HR systems. Yet, many organizations remain unprepared to build teams that combine these diverse skills, leading to suboptimal performance in Digital HR and Analytics functions. This programme addresses this critical gap, equipping you with the expertise needed to lead in the digital age. Whether it's developing superior people analytics or collaborating effectively with tech-driven teams, this course will help you stay ahead of the curve.



LEARNING OUTCOMES

Core Principles of Digital Transformation

Understand the foundational elements of digital transformation, including strategies for integrating interconnected domains, streamlining processes, and implementing methodologies that ensure sustained adoption.

HR Analytics in the Future of Work

Grasp the significance of HR analytics in driving digital transformation and shaping the future of work, emphasizing its pivotal role in modern HR functions.

Mastering HR Analytics

Explore essential HR analytics concepts, tools, and techniques, focusing on research methods, statistics, data governance, and the art of interpreting and visualizing insights to enhance decision-making.

AI and Machine Learning in HR

Learn the practical application of AI and machine learning within HR, including key use cases, and critically assess the advantages and challenges of their adoption.

Essential Skills and Best Practices for HR Transformation

Learn the critical skills individuals need and discover the best practices organizations should adopt when embarking on HR transformation through the effective use of digital technologies, advanced analytics, and AI-driven solutions.

AI

**PROGRAMME
HIGHLIGHTS**

Practical-Oriented
Workshops

Exposure to
Applications of AI
and ML in HR

Hands-on
Experience in HR
Analytics

Certificate of
Completion from
XLRI

Executive
Education Alumni
Status - XLRI

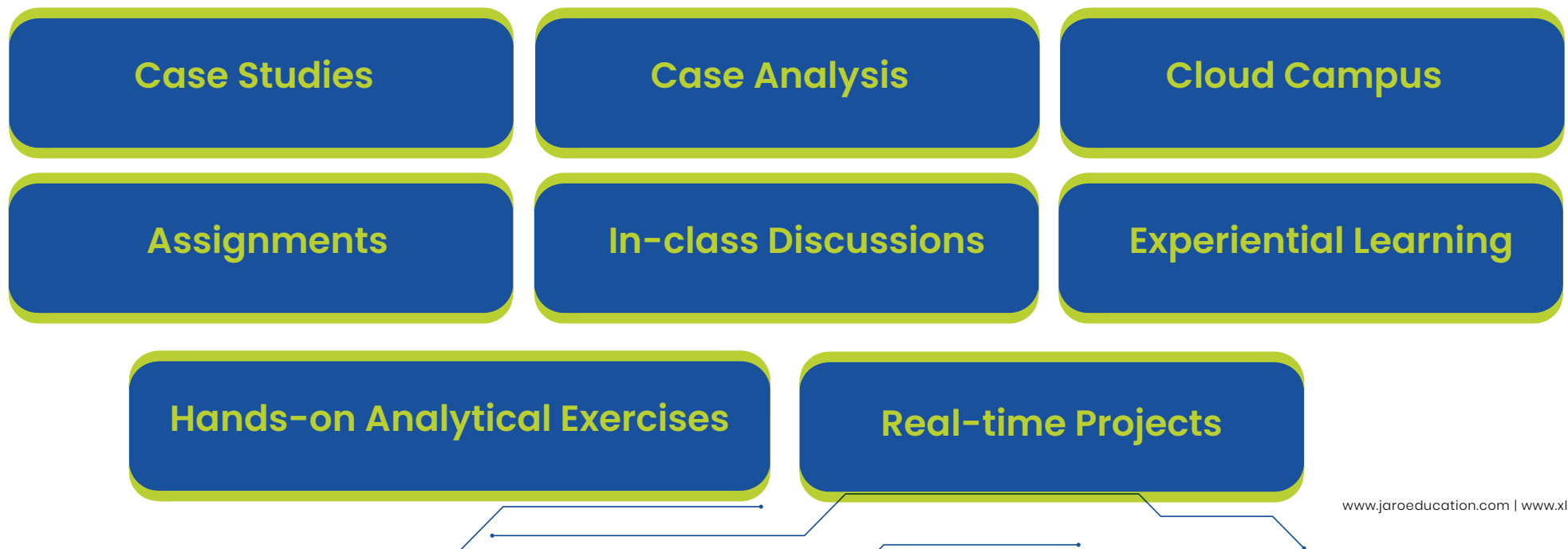
Opportunity to
Work on Real-time
Projects

HR

PEDAGOGY

The primary method of instruction will be through LIVE lectures that will be beamed online via the Internet to student desktops/laptops or classrooms. The pedagogy will comprise live lectures, case study discussions, and hands-on analytical exercises, imparted and facilitated by XLRI's faculty. Concepts will be explained using examples drawn from real-life organizational situations and participants will have the opportunity to work on their respective HR functional areas as a part of the Field Work which is an integral component of the course curriculum.

All enrolled students will also be provided access to the Cloud Campus through which students may access other learning aids, reference materials and assessments, case studies, projects, and assignments as appropriate. Throughout the duration of the course, students will have the flexibility to reach out to the professors, in real-time during the class or offline via the Cloud Campus to raise questions and clarify their doubts. Assignments are provided for the most important topics for experiential learning and participants are expected to clarify the doubts and concerns faced while completing the assignments during the initial stage of the next session itself to facilitate timely and systematic learning.



Phase – 1: Conceptualization

- Introduction to Digital Business, Social Mobile Analytics and Cloud (SMAC)
- Digital HR Transformation Basics
- Leading Digital Transformation
- Overview, Fundamentals of Digital HR
- Digital HR Design Fundamentals
- Transformation Using Technology, Blockchain Applications, IoT, AR/VR, Big Data, Artificial Intelligence, and Machine Learning
- Introduction to Use Cases of AI in HR
- What is Analytics? Why is Analytics Important to HR Professionals?
- The Importance of “Questions” and “Metrics”
- Emerging Areas of Research in HR
- Fundamentals of Human Resource Research Methods, Descriptive and Predictive Analytics
- Hands-on Workshops with Statistical Tools Using Sample Data

PROGRAMME CURRICULUM

Break For Field Work – 4 Weeks

- Each Group to Work on Questions & Metrics for their Respective HR Functional Area

Phase – 2: Conversion

- Workshop – Discuss and Fine-tune the Process Flow, Questions, and Metrics for Each Group
- Basics of Visualization & Storytelling
- Working with Collected Data and Applying the Right Tools for Insight & Decision Making

Break For Field Work – 3 Weeks

- Each Group to Collate and Analyze Data for their Respective HR Functional Area

Phase – 3: Consolidation

- Digital Transformation Imperatives (Alignment with Organization Setup, Change Management, Why They Fail)
- Case studies on Digital HR Transformation – Implementation approaches, Adoption imperatives
- Emerging Areas in Digital HR – Future of Work
- HR Skills of the Future, Creation of a Digital HR Function
- Algorithmic HR – Platform Revolution, Emergence of Gig Economy, and its Impact on the HR Function
- More Use Cases on AI and Generative AI in HR
- Discussions and Conclusions

Note:- This is an indicative list of course topics and is subject to change at XLRI's discretion.

ASSESSMENT CRITERIA

A minimum of 80% attendance to the LIVE lectures is a prerequisite for the successful completion of this programme. There are periodic evaluations built in throughout the course. These may be in the form of a quiz, experiential assignment, project, case studies, or other objective/subjective assessments. The evaluations are designed to ensure continuous student engagement with the course and encourage learning. The main objective of the assignments and projects will be to help participants apply their conceptual learning from the programme to actual organizational decision-making scenarios.

Passing qualification for the programme will be based on meeting the attendance requirement along with the scoring required cutoff for the evaluation component including Quizzes, Project Assignments, and End Term examinations as decided by the faculty. XLRI will award participants who complete the same a certificate of completion. Participants who are unable to clear the evaluation criteria but have the requisite attendance will be awarded a participation certificate by XLRI.



PROGRAMME DETAILS

Duration

- ◆ 10 Months

Mode

- ◆ Hybrid (Direct-to-Device mode + Campus Immersion)

Programme Schedule

- ◆ Sunday, 10:00 am to 1:00 pm

Application Closure Date

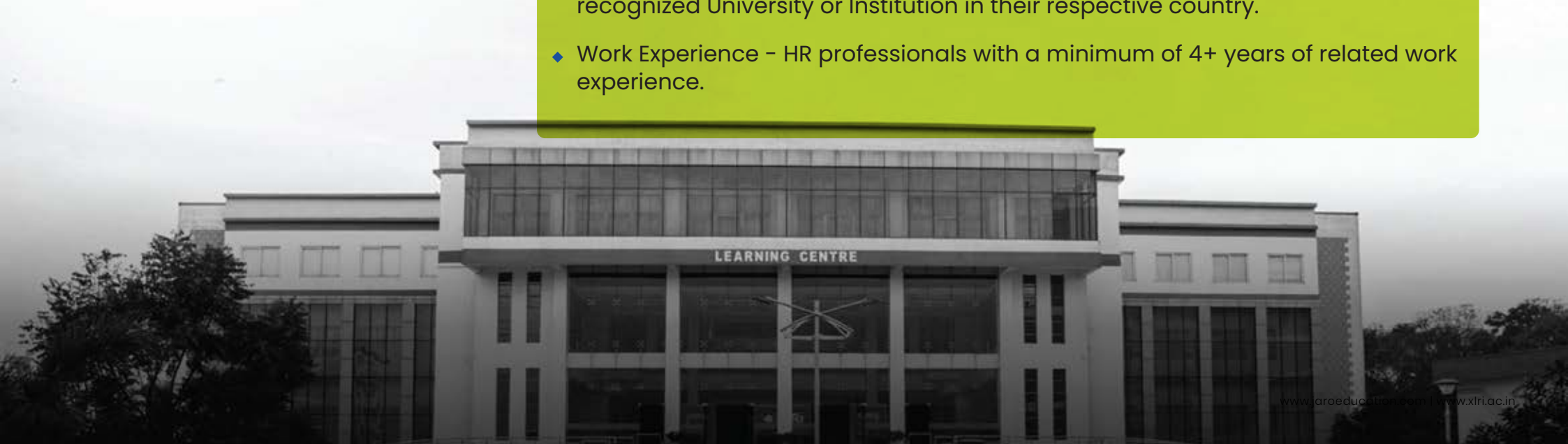
- ◆ 02nd December 2024

Commencement Date

- ◆ 12th January 2025

Eligibility

- ◆ For Indian Participants - Graduates (10+2+3) or Diploma Holders (only 10+2+3) from a recognized university (UGC/AICTE/DEC/AIU/State Government) in any discipline.
- ◆ For International Participants - Graduation or equivalent degree from any recognized University or Institution in their respective country.
- ◆ Work Experience - HR professionals with a minimum of 4+ years of related work experience.



WHO SHOULD APPLY



HR Leaders and Decision Makers in organizations that have a mandate to migrate to Digital Systems or enhance their current Digital HR capabilities.

HR Business Partners, Generalists, Consultants, and HR Executives who want to gain a deeper understanding of how HR analytics tools can be leveraged to drive better HR management practices and address people's challenges.

HR Leaders and Decision Makers in organizations that have a mandate to migrate to Digital Systems or enhance their current Digital HR capabilities.
HR Business Partners, Generalists, Consultants, and HR Executives who want to gain a deeper understanding of how HR analytics tools can be leveraged to drive better HR management practices and address people's challenges.

Professionals experienced in the HR domain who are keen to comprehend how technology can play a significant role in workplace transformation.

PROGRAMME FEE DETAILS

Fee Structure

Application Fee	INR 3,000 + GST <small>At the time of registration</small>
Programme Fee	INR 2,25,000/- + GST

International Fee

USD 5000/-

Executive Education Alumni Status Fee- XLRI

- Alumni Registration Fee - INR 20,000/- + GST.
- The registration link will be shared only with the candidates who successfully complete the programme.

Note: The Institute has the right to change the fee & benefits as per institute guidelines without any prior notice.

Instalment Pattern

Instalment I

INR 42,000/- + GST

At the time of registration

Instalment II

INR 60,000/- + GST

On or before 5th January 2025

Instalment III

INR 60,000/- + GST

On or before 15th March 2025

Instalment IV

INR 60,000/- + GST

On or before 30th June 2025

PROGRAMME DIRECTOR



Dr. Kushal Saha

Assistant Professor, Information Systems, XLRI

Dr. Kushal Saha obtained his PhD in Management Information Systems from IIM Calcutta. An engineering graduate from Jadavpur University, Calcutta, he also completed his MBA from IIM Bangalore.

Dr. Kushal has published in leading journals and presented several papers at international conferences of repute. His current interests in research and teaching include Digital Transformation, Technology-induced disruptions, Blockchain applications, Artificial Intelligence, and Sharing Economy. He is presently a member of the Association for Information Systems (AIS), the Institute for Operations Research and the Management Sciences (INFORMS), and the Production and Operations Management Society (POMS).

PROGRAMME FACULTY



Prof. Apratim Guha

Functional Area: Production, Operations & Decision Sciences



Dr. Indrajit Mukherjee

Functional Area:
Strategic Management



Dr. L Gurunathan

Functional Area:
Human Resource Management



Dr. Suryanarayan G. Iyer

Visiting Faculty, XLRI

Dr. Suryanarayan Iyer is currently Senior Director (Solution Engineering) at Oracle India responsible for their cloud applications strategy, market development, and digital technology adoption. Before this, he was the Vice-President (Group Human Resources) at The Aditya Birla Group responsible for their group-wide Digital HR transformation and Analytics - strategy formulation, execution, and change management.

With a Doctorate from XLRI, Jamshedpur, a Master's in finance and a Bachelor's in Electrical Engineering, he has over 28 years of work experience spanning:

- Management Consulting & IT Advisory
- Digital HR Transformation & change management
- HR Analytics, including AI in HR
- ERP / HCM Consulting

He is a visiting faculty in various management schools in India. His research interest includes SHRM, HR Analytics, Digital HR adoption and AI in HR.

ABOUT XLRI

Established in 1949 by Fr Quinn Enright, S.J., XLRI (Xavier Labour Relations Institute) is one of India's oldest and most esteemed management institutes. Nestled in the 'steel city' of Jamshedpur, XLRI has evolved into an internationally renowned business school over the past six decades. With a rich legacy, it is ranked 9th among Indian management schools by NIRF in 2024 and holds global recognition, securing the 84th position worldwide by CEOWORLD magazine. XLRI's AACSB and AMBA accreditations and a 100% placement record underscore its commitment to excellence in business education.



A SNAPSHOT OF THE PREVIOUS BATCH



CAREER ASSISTANCE BY JARO EDUCATION



Resume Building

Our service comprises the meticulous creation and refinement of resumes, aligning them with corporate standards to ensure they reflect your skills and achievements. Through expert resume optimization, we enhance your professional narrative and craft an ATS-friendly resume to stand out in a competitive landscape.



LinkedIn Profile Optimization

We offer tailored suggestions for elevating your LinkedIn profile, strategically designed to maximize visibility and foster meaningful connections with industry leaders. Our approach ensures that your online presence resonates with the professionalism and expertise that defines your career trajectory.



Career Enhancement Sessions

Our exclusive Jaro Connect platform provides corporate engagements with access to immersive bootcamps and masterclasses on the latest industry trends, led by esteemed experts. This empowers the participants to stay abreast of evolving market dynamics while honing their professional competencies, ensuring they thrive in today's fast-paced business environment.

Note: XLRI Jamshedpur or Jaro Education do not guarantee or promise you a job or advancement in your existing position. Career services are simply provided as a service to help you proactively manage your career. Jaro Education provides the career services described here. XLRI Jamshedpur is not involved in any way with the career services described above and offers no commitments.

ABOUT JARO EDUCATION

3,50,000+
Career Transformed

150+
Programs from Diverse
Domains

30+
World's Leading
Academic Partners

10+
Top QS Ranked Global
Institutes & Universities

20+
Top NIRF Ranked Indian
Institutes & Universities

23+
Learning Centres across India,
USA & Singapore



e-India Awards

The Best ICT Enabled
Higher Education
Institute Award



Educational
Excellence Awards

Most Innovation &
Successful online MBA
Program in India



MODI Awards

Outstanding
Contribution in Online
Education



ABP Education
Awards

Best Digital Learning
Innovation Award



World HRD
Congress

National Best
Employer Accolade



World HRD
Congress

Edtech Leadership
Awards

OUTLOOK BUSINESS



Outlook Business Icon
Awards 2023

India's Most Trusted
Online Higher Education Company



THE TIMES
GROUP

The Business
Awards 2024
Leading Edtech Company
of the Year



Jaro Education is an edtech pioneer and online higher education company that specialises in executive education, serving as a liaison between the world's leading universities and institutes to create online and technology-driven programs. The company provides a quality bucket of online executive education programs catering to domains such as Doctorate & Ph.D., Analytics & Data Science, Management, Finance, etc., from renowned national and international institutions to meet the needs of working professionals. Our goal is to foster the growth of entrepreneurs and professionals at all levels, from entry-level to C-Suite, through world-class executive education programs.

CONNECT

with Our Admission Expert Now!

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JARO EDUCATION'S PRESENCE

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