



PEOPLE ANALYTICS CONCLAVE
2017

People Analytics Conclave

Evolving From Opinions To Data

11th and 12th November 2017



Venue : SAIL MTI, Doranda, 834002

PEOPLE ANALYTICS CONCLAVE

~ Industries cutting across different sectors and geographical locations are adopting HR Analytics for giving HR policies & practices a scientific and practical approach, rather than being driven by opinions. National HRD Network, a non-profit organisation in association with IIM Ranchi, XISS and SAIL MTI is organizing "People Analytics Conclave" on 11th – 12th November 2017.

~ It brings together strategists and practitioners from diverse industries for sharing their experiential knowledge on People Analytics.

~ The Conclave shall help corporates in assimilating ideas for applying analytics in designing their people related policies & practices. It would also help academic & training Institutions in developing competencies for their faculty.

~ As successful HR interventions and their alignment with business goals are mostly based on close collaborative effort between line and HR professionals, large number of delegates from line as well as HR functions are likely to participate.

KEY FEATURES

- ~ **Key Note Address** : Business Leaders spell out expectations from HRM & People Analytics
- ~ **Four Thematic Tracks** : Expert practitioners & academicians share their perspective on People Analytics in organisations
- ~ **Conclave Book** : Notable research papers / practices / concepts on People Analytics get published in Conclave Book
- ~ **Poster Presentation Contest** : Research papers / practices / concepts on People Analytics are presented through poster contest
- ~ **People Analytics Consultancy** : Professional Consultants advise corporates delegates on the way forward for Analytics transformation in their organization
- ~ **Concluding Thoughts** : Business / HR Leaders deliberate on way forward for People Analytics in Industry & their respective organisations

TRACKS AND SPEAKERS *

INAUGURATION & CONCLUDING ADDRESS



Prof. T.C.A. Anant
Secretary Ministry of Statistics & PI
Chief Statistician of India



Mr. P. K. Singh
Chairman
Steel Authority of India



Mr. Gopal Singh
Chairman-cum-Managing-Director
Coal India Limited



Mr. Yogi Sriram
Senior VP of Corporate HR
Larsen & Toubro Limited



Mr. Suresh Tripathi
Vice President (HRM)
Tata Steel



Mr. S. Y. Siddiqui
Chief Mentor
Maruti Suzuki India

KEY NOTE TRACK - INTERGRATED PERSPECTIVE ON HR ANALYTICS



Mr. Manoj Kumar
Head of HR Analytics
Global Businesses & CoE at HSBC



Mr. Amulya Sah
Director HR
Samsung R&D



Mr. Subhankar Roy Chowdhury
Head HR (Asia Pacific)
Lenovo

TALENT DEVELOPMENT TRACK



Mr. Kaushik Bhattacharya
Former Location head
IBM



Mr. Sushant Panda
Founder
Syum Labs

PERFORMANCE MANAGEMENT TRACK



Mr. Anupam Dutta
Director - Data & Analytics
Tax Technology at PwC India



Mrs. Renuka Verma
DGM - HR (Performance Management)
HPCL

REWARD MANAGEMENT TRACK



Mr. Srinath Sridharan
Manager India Compensation
Wipro Technologies



Mr. Reju Mathew
Consultant helping organization optimize
rewards at Aon Hewitt

HELPING ORGANIZATIONS FOR ANALYTICS TRANSFORMATION



Mr. Arun Krishnan
CEO & Founder
nFactorial Analytical Sciences



Mr. R. Vivekanand
Director, Business Intelligence Services
(Analytics) Wilson Consulting Pvt Ltd

PAPERS AND POSTERS

Prediction of future has been eluding HR for a long time. This conclave aims to unlock the potential application of analytics in the HR functions by novel ways. The People Analytics Conclave brings the gamut of latest research papers & posters submitted by a range of participants including students, academicians and practitioners of HR analytics under one roof. It aims to put creativity and innovation at the center stage, trying to unfold the potential of analytics in the various areas of HR. Not just a conclave, this shall be an experience in itself to cherish and learn from, with all the creative research posters that shall be put up for display at the venue, and which shall later be collated and published as a book. The ideas that bloom out of this conclave will definitely be a factor in changing the People focus of organizations from retrospective to future looking.

KEY TAKEAWAYS

Key takeaways from the conclave

- Exposure to the current 'People Analytics' practices.
- Integrative understanding of the way forward for analytics transformation in HR for practitioners.
- Sharing of current research and innovative ideas in 'People Analytics' through posters and papers
- Developing 'People Analytics' competence for faculty and trainers

DELEGATE FEES

Delegate Fees (Non-Residential)	Rs.12000 for 1 delegate (50% discount for students) Rs.10000 (each) for five or more delegate Rs.9000 (each) for ten or more delegate Rs.8000 (each) for twenty or more delegate
Accommodation	Arrangement for paid accommodation at Ranchi would be facilitated on request
Payment Details	Account Name: National HRD Network, Ranchi Chapter SBI Account Number: 33071547332 IFSC Code: SBIN0008961

Using **people analytics - Best Buy** can accurately predict how employee engagement impacts the performance of their stores. A 0.1% increase in employee engagement results in an increase of over \$100,000 in the store's annual income.

Each day, over 800 new pages are created and 3,000 edits are made on the English Wikipedia alone. Using people analytics, **Wikipedia** is able to predict who of its 750,000 editors is most likely to stop contributing

People analytics scientists at **HP** combined data of the previous two years and attempted to predict who would leave the organization. By using predictive models, they generated what they called a "Flight Risk" score. This score predicted the likelihood of leaving of each of HP's 300,000+ employees.

The **Commonwealth Bank** is Australia's leading provider of integrated financial services, using people analytics increased our performance appraisal completion rates from 50% to 98%



You want to know more? You too want to implement HR analytics in your organization?

JOIN US @ PEOPLE ANALYTIC CONCLAVE 2017

Phone +91-651-2411227 Mobile: +91-8986880651-52,+91-9006902118 e-mail : NHRDnetwork.ranchi@gmail.com

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