

CIRCULAR

From: IIHMRU Academics
Sent: 22 November 2024 03:59 PM
To: MBA HM -29; MBA PM -16; MBA HA - 01; MBA DM -04
Cc: Himadri Sinha; Sanjay Gupta; Saurabh Kumar; Dr. Suresh Munuswamy; IIHMR Registrar; Hitendra Singh Rathore
Subject: MBA first Year: Value Added Course (VAC) Selection and Schedule

Dear Students,

We are pleased to announce that Value Added Courses (VAC) for MBA first-year students will run from **January 4, 2025**.

Please find key details below:

Schedule and Credits

- **Class Dates:** First and third Saturdays — January 4, January 18, February 1, March 1 and March 15, 2025.
- **Credits:** Each course is worth 1.5 credits, which will be added to your credit bank as additional credit apart from regular MBA credit courses.

Assessment Structure

- **Continuous Assessment:** 30%
- **Mid-term Test:** 20%
- **End-term Exam:** 50%

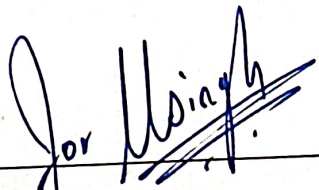
VAC Course Options

Sl. No.	Value Added Course	Faculty
1.	Data analysis for managerial decisions using SPSS	Dr. Arindam Das
2.	Just-in-Time & Lean Healthcare Management	Dr. Susmit Jain
3.	Strategies for Conflict Resolution and Negotiation.	Dr. Deepti Sharma
4.	Structured Database Management system	Dr. Ritu Vashistha
5.	HR Analytics	Dr. Kajal Sitlani
6.	Spanish Language	Ms. Ruchi Kaushik
7.	German Language	Mr. Dilip Kuma
8.	French Language	Ms. Reema Singhani

Important Notes

- **Selection Window:** Opens on **Monday, November 25, 2024 at 1 PM** and closes on **Thursday, November 28, 2024 at 4 PM**. Please select one course of interest.
- **Attendance Requirement:** Minimum 75% attendance is mandatory.
- **No Course Changes Allowed:** Once chosen, course selection cannot be altered

Best regards, Academic Office


Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Course Title	Course Code	Duration of Course	Academic Year
HR Analytics	VAC-023	35 Hours	2024-25



MBA Hospital and Health Management
MBA Pharmaceutical Management
MBA Healthcare Analytics

MBA Value Added Course (VAC)

First Year
2024-26
Course Plan

HR Analytics
(VAC-023)

Dr. Kajal Sitlani
Assistant Professor



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Registrar

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1, Prabhu Dayal Marg
Near Sangner Airport, Jaipur-302029

1. Course Information

Course Title:	Human Resource Analytics
Course Code:	VAC-023
Course Instructor	Dr. Kajal Sitlani

2. Program Outcome (PO)

The program outcome (POs) for MBA-Development Management two years' full-time course are as follows:

PO 1	Develops perspective on achieving Sustainable Development Goals (SDGs) in the 21st century.
PO 2	Builds knowledge competencies, analytical and creative skills for problem solving and innovating to attain sustainable development.
PO 3	Prepares professionals to work in CSOs, Non-Profits, Development organizations, Businesses, Govt Development Missions, CSR, public systems.
PO 4	Inculcates willingness to work in challenging geographies / contexts as it requires resilience, perseverance, emotional, social intelligence, and courage of conviction.

3. Course Description

The course is designed to develop in students necessary appreciation and competence (knowledge, attitude and skills) of managing human resources in an organization. In addition to providing the systems overview and strategic perspective of Human Resource Management, the students at the end of the course will be able to understand their own terms of employment, choose career systems, and apply concepts of HRM in the context of improving productivity and the quality of work life in the organization within the statute framework of HRM

4. Course Objectives

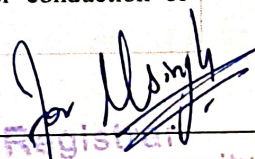
The objectives of the course are to:

- Understand HR Analytics and its applicability in HR decisions in different sectors.
- Measuring performance of various functions to improve organizational performance through HR metrics.
- Help in developing HR metrics to measure its processes and practices.
- Equip the participants with knowledge of HR analytic tools and techniques related to HR processes.

5. Course Outcome

After the course, students should be able to

CO1	Gain an understanding of the relevance of HR Analytics in the current business scenario. ■. ■.
CO2	Have an understanding of the models of conducting HR Analytics and understanding of the methods of capturing, examining & purifying data for conduction of HR Analytics
CO3	Use MS Excel for conduction of HR Analytics for key HR Processes
CO4	Have an overview of various tools and software technologies used for conduction of Descriptive vHR Analytics and Visualization of HR Data


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6. Course Articulation Matrix (Interrelation between CO and PO)

Outcomes	CO 1	CO 2.	CO 3	CO 4
PO1	3	3	1	2
PO2	1	2	2	3
PO3	2	2	3	3
PO4	3	1	2	2

ote: Enter 1, 2 or 3 in the cell if the respective CO is related to the respective PO. Here,

3 denotes **high** strength of correlation between CO and PO,
 2 denotes **medium** strength of correlation between CO and PO and
 1 denotes **weak** strength of correlation between CO and PO.

7. Course Pedagogy

The course will be covered by classroom lectures augmented by discussions, case studies and group work, and assignments.

8. Course Requirement

Effective learning requires active participation of students in class, it is therefore desired that every student report to the class well prepared to present and defend his/her ideas. Preparation for the class calls for pre-reading of the topics/cases to be discussed later. Further, for meaningful discussion of the cases, the students are required to come ready with their case analysis-identification and genesis of, and recommendations to resolve the problem(s). For the purpose of case discussion, the class will be divided into groups comprising of 5-6 students each. Each group will have to submit a written case analysis or give an oral presentation as and when advised.

9. Course Syllabus

Unit	Content/ Topics	CO	Bloom's Learning (BL) Levels
Unit 1	Introduction and scope of analytics in HR	1	BL 1, BL2
Unit 2	Alignment of HR analytics with business goals and strategies; Transforming HR data to information	2	BL 2, 3, 4
Unit 3	HR Practices and HR analytics; Dashboards	3	BL 3, 4, 5
Unit 4	Application of HR metrics	4	BL 4, 5, 6
Unit 5	Descriptive analytics in HR Predictive modelling	4	BL 6

Note: The Bloom's Taxonomy in the above table are as follows:

BL1: Remember, BL2: Understand, BL3: Apply, BL4: Analyse, BL5: Evaluate, BL6: Create

Note: Please enter appropriate BL levels against each unit in the above table. The Bloom's Taxonomy Levels are as follows:

BL1: Remember
 BL2: Understand
 BL3: Apply
 BL4: Analyse
 BL5: Evaluate
 BL6: Create

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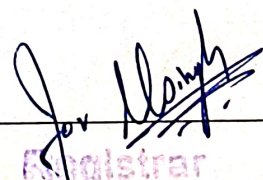
10.CO and Assessment Alignment Matrix:

S. No.	Activity	CO1	CO2	CO3	CO4	CO5
1.	Home Assignments (Individual / Group)	✓	✓	✓	✓	✓
2.	Viva-Voce					
3.	Case Study	✓	✓	✓	✓	✓
4.	Review Paper	✓	✓	✓	✓	✓
5.	Group Work	✓		✓		✓
6.	Presentations	✓	✓	✓	✓	✓
7.	Model Development Role-Play					
8.	Rapid Fire Questions					
9.	Quiz					
10.	Class Assignments (Individual / Group)	✓	✓	✓	✓	✓
11.	Posters					
12.	Class Participation	✓	✓	✓	✓	✓
13.	Mid Term Examination	✓	✓	✓	✓	✓
14.	End Term Examination	✓	✓	✓	✓	✓

Note: Please tick the relevant cell to show the respective alignment

Session Timings

Day	Date	Session 1	Session 2	Lunch Break	Session 3	Session 4
Day 1	January 4, 2025	9:00–11:00 AM	11:15 AM–1:15 PM	1:15–2:15 PM	2:15–3:45 PM	4:00–5:30 PM
Day 2	January 18, 2025	9:00–11:00 AM	11:15 AM–1:15 PM	1:15–2:15 PM	2:15–3:45 PM	4:00–5:30 PM
Day 3	February 1, 2025	9:00–11:00 AM	11:15 AM–1:15 PM	1:15–2:15 PM	2:15–3:45 PM	4:00–5:30 PM
Day 4	March 1, 2025	9:00–11:00 AM	11:15 AM–1:15 PM	1:15–2:15 PM	2:15–3:45 PM	4:00–5:30 PM
Day 5	March 15, 2025	9:00–11:00 AM	11:15 AM–1:15 PM	1:15–2:15 PM	2:15–3:45 PM	4:00–5:30 PM


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 The Indian University
 2, Prabhu Dayal Marg
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Student Attendance

Enrollement No.	Name	Total Sessions Scheduled	Sessions Attended	Present Percentage
IIHMR-U/01/2024-26/1948	Geetanjali Aggarwal	20	20	100
IIHMR-U/01/2024-26/1963	Jagyaseni Ghosh	20	15	75
IIHMR-U/01/2024-26/2013	Niyati Thakur	20	16	80
IIHMR-U/01/2024-26/2023	Prachi Jain	20	20	100
IIHMR-U/01/2024-26/2032	Pratibha Boora	20	20	100
IIHMR-U/01/2024-26/2050	Reshmi Mitra	20	20	100
IIHMR-U/01/2024-26/2115	Yamini Tiwari	20	16	80
IIHMR-U/02/2024-26/0688	Raval Devam Mayank Kumar	20	16	80
IIHMR-U/02/2024-26/0694	Sachin Verma	20	15	75
IIHMR-U/02/2024-26/0719	Swarnim Raj	20	20	100
IIHMR-U/10/2024-26/0056	Divya Joshi	20	20	100
IIHMR-U/10/2024-26/0059	Mohit Sharma	20	20	100
IIHMR-U/10/2024-26/0061	Radhika Saxena	20	20	100
IIHMR-U/10/2024-26/0063	Riya Kushwah	20	20	100
IIHMR-U/10/2024-26/0064	Shreyank Sharma	20	16	80
IIHMR-U/18/2024-26/0013	Dr Kuwali Barman	20	20	100
IIHMR-U/18/2024-26/0026	Sourav .	20	20	100
IIHMR-U/18/2024-26/0028	Subhmita Ghosh	20	15	75

For [Signature]

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Certification of Completion

This certifies that

Geetanjali Aggarwal

Master of Business Administration (Hospital and Health Management)

2024-26

has successfully completed Value Added Course (VAC) on

HR Analytics

Conducted during **January - March 2025**, accumulating a total of 35 hours
with **Grade C**

Dr. Himadri Sinha
Professor and Coordinator (VAC)

Dr. P.R. Sodani
President

Date of issue: March 20, 2025

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029



Certification of Completion

This certifies that

Raval Devam Mayank Kumar

Master of Business Administration (Pharmaceutical Management)

2024-26

has successfully completed Value Added Course (VAC) on

HR Analytics

Conducted during **January - March 2025**, accumulating a total of 35 hours
with **Grade B+**

Dr. Himadri Sinha
Professor and Coordinator (VAC)

Dr. P.R. Sodani
President

Date of issue: March 20, 2025

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1, Prabhu Dayal Marg
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Certification of Completion

This certifies that

Divya Joshi

Master of Business Administration (Pharmaceutical Management)

2024-26

has successfully completed Value Added Course (VAC) on

HR Analytics

Conducted during January - March 2025, accumulating a total of 35 hours
with Grade P

Dr. Himadri Sinha
Professor and Coordinator (VAC)

Dr. P.R. Sodani
President

Date of issue: March 20, 2025

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Certification of Completion

This certifies that

Mohit Sharma

Master of Business Administration (Hospital and Health Management)

2024-26

has successfully completed Value Added Course (VAC) on

HR Analytics

Conducted during **January - March 2025**, accumulating a total of 35 hours
with **Grade C**

Dr. Himadri Sinha
Professor and Coordinator (VAC)

Dr. P.R. Sodani
President

Date of issue: March 20, 2025



Certification of Completion

This certifies that

Radhika Saxena

Master of Business Administration (Pharmaceutical Management)

2024-26

has successfully completed Value Added Course (VAC) on

HR Analytics

Conducted during **January - March 2025**, accumulating a total of 35 hours
with **Grade P**

Dr. Himadri Sinha
Professor and Coordinator (VAC)

Dr. P.R. Sodani
President

Date of issue: March 20, 2025

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