

**Management Development Programme
on**

**HR Analytics for
Healthcare Organizations**

 **January 4 - 6, 2027**



Background

Healthcare organizations are people-intensive and operate in an environment where workforce availability, productivity, engagement, competency, retention and patient outcomes are closely interconnected. HR Analytics enables healthcare leaders to move from intuition-based HR decisions to evidence-based workforce strategies.

This MDP is designed to equip healthcare professionals and HR leaders with the knowledge and practical skills to use workforce data for better people management, operational efficiency and organizational performance and gain competitive advantage.

The changed market scenario demands organizations to upgrade their process and working style to make prompt decisions. HR departments are now actively involved in shaping organizations in addition to being employees' service providers. Nowadays, organizations are shifting towards analytics-driven decisions. Through the usage of proper analytical tools, the learners can become well-equipped to provide faster, more accurate, and more reliable projections for the near foreseeable future and thus aid in making data-informed decisions. Analytics is the need of the hour for organizations to make an impact and pave the way for its success. The course will address the use of various HR Analytics tools for effective analysis and decision-making in the Healthcare industry. This course will introduce Human Resource (HR) analytics and its usage in the healthcare sector. It will discuss descriptive and advanced analytics for the key HR processes.

Objectives

-  Understand HR Analytics and its applicability in HR decisions in the health sector.
-  Identify key HR metrics and healthcare workforce indicators and measure performance of various functions to improve organizational performance through HR metrics.
-  Equip the participants with knowledge of HR analytic tools and techniques related to HR processes
-  Develop data-driven strategies for recruitment and retention and apply analytics to employee engagement and performance management.
-  Build meaningful HR dashboards using Excel and Power BI
-  Link workforce indicators with quality, productivity and patient-care outcomes



Contents

-  Introduction and scope of analytics in HR: Understanding HR analytics in health care; From intuition-based HR to evidence-based decision making.
-  Alignment of HR analytics with business goals and strategies; Transforming HR data to information. Linking workforce strategies with quality, productivity and patient-care outcomes.
-  Descriptive Analytics: Analyzing workforce data and trends; Slicing and Dicing of HR data; Designing effective and interactive HR dashboards; Visualizing HR data for management; Application of HR metrics and KPI's in Health care
-  Predictive analytics and modelling: Identifying high-risk workforce segments; Predictive staffing and manpower planning; Introduction to predictive modelling for HR decisions.
-  Turning insights into strategic interventions: Converting HR insights into actionable recommendations; Developing evidence-based HR strategies; Building a culture of data-driven decision-making in healthcare; Ethical, responsible and privacy-conscious use of workforce data

Pedagogy

The programme offers a multifaceted learning experience through lectures, group discussions, case studies, and hands-on experiential learning. Participants are immersed in a dynamic learning environment designed to foster theoretical understanding and actionable real-world insights.

Who Should Attend?

This programme is specifically designed for:

- HR Managers & HR Professionals
- Hospital Administrators
- Healthcare Managers
- Nursing Administrators
- Healthcare Consultants
- Public Health Professionals
- Healthcare Entrepreneurs
- Faculty teaching HR/Healthcare Management
- Professionals aspiring to move into HR Analytics

Programme Coordinator



Dr. Kajal Sitlani
Assistant Professor
IIHMR University, Jaipur

The programme will be offered by a team of national and international subject experts.

Nominations/Registration

Please send your nominations/registrations to the following address:

Management Development Programme Office

IIHMR University

1, Prabhu Dayal Marg, Sanganer Airport
Jaipur - 302029, INDIA | Tel: +91-141-3924700

Mobile: +91 9116006536

E-mail: training@iihmr.edu.in

Duration and Venue

The programme will start on Monday, January 4, 2027, and will conclude on Wednesday, January 6, 2027. The programme will be held at IIHMR University, 1, Prabhu Dayal Marg, Sanganer Airport, Jaipur – 302029. The University campus provides a conducive learning environment for participants, who are welcome to use the library and recreational facilities available on campus.

Programme fee

The programme fee for Indian participants is Rs. 30,000 plus GST (18% as applicable), and for international participants it is USD 315 plus GST (18% as applicable). The programme fee covers tuition, background reading material, lodging, and boarding.

Certificate

A certificate of participation on completion of the programme will be issued by IIHMR University, Jaipur.

Discounts on Fee

- ✳️ **Early Bird Discount:** Nominations received with payment before four weeks of the commencement of the programme will be entitled to a 10% early bird discount.
- ✳️ **Group Discount:** Any organization sponsoring four or more participants to the programme will be entitled to a 20% discount on the total fee payable, provided that at least four participants attend the programme.
- ✳️ **Maximum Discount:** Organizations can avail themselves of both discounts, subject to a maximum discount of 20%.



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