Workshop on "TALENT MANAGEMENT- DATA DRIVEN PEOPLE MANAGEMENT"

DATE: 07/09/2019

TIME: 10:20AM-01:30 PM

VENUE: HR CAFÉ

SEMESTER: 3RD - 18 CHR(MHRM)

FACULTY FACILITATOR: DR. UMA WARRIER & DR. NISHANT SINGH

GUEST NAME: MR. VARDARAJ AV

ORGANIZATION: SAPLABS

DESIGNATION: COO & ENGINEERING LEAD, INTELLIGENT ASSET MANAGEMENT

Guest speaker Mr. Vardaraj AV, COO & Engineering Lead, SAPLABS, Dr.Uma Warrier, Area Chair HR, Dr. Nishanth Singh, Professor HR and the Students of HR.

Context

The student learning and experience is greatly enhanced when the academic rigor in classrooms is supported by different forms of active learning. Students are introduced to different HR metrics and data driven management for talent management.

The stated learning outcomes of the Talent management- data driven People management workshop (offered to 3rd Semester Students of 18 CHR- MHRM) are:

1. To explain the importance of HR metrics.
2. To describe the different types of HR metrics of talent management.
3. To differentiate the descriptive and predictive analytics.
4. To demonstrate the importance of prescriptive analytics in talent management.
5. To assess the employees' productivity through HR metrics.

It was assessed that offering students an exposure to data driven People management would help in understanding the talent management process.

Guest speaker Mr. Vardaraj AV addressing the students

Resource Person:

Vardaraj AV, is the COO & Engineering Lead, Intelligent Asset Management, SAPLABS. In his current role, he is responsible for conceptualizing and delivering products that leverage the concepts and technology advancements in IoT.

Before joining SAP in 2007, he worked with Accenture on the Peoples soft & SAP ERP products. He was responsible for leading and consulting projects working on large ERP implementations. He has over 19 years of software industry experience strategic industries, handling consulting assignments and product development.

Chief operating officer for the unit.

Managed product management responsibilities defining product strategy and vision.

Worked on End to End To market strategy for 3 products and launched them successfully.

Enterprise Solution Architect supporting professional service vertical at SAP.

Closed worth 5-8 mil euro deals.

Have accolades for customer centricity & value seller.

Guest speaker Mr. Vardaraj AV addressing the students

Participation:

The workshop was conducted for 3rd Semester students of 18 CHR (MHRM).

30 students registered and participated in the workshop. Four delegates from Sri Lanka visited during the workshop and appreciated the students learning through these types of workshops. Two faculty members from HR & OB have also attended this workshop.

Participants at the workshop

Mr. Vardaraj AV interacting with the students

Workshop Details:

Title: " Talent management- data driven People management".

Duration: 3 hours

Details:

The topic of the workshop was Talent management- data driven People management.

The main aim of the event was to make the students aware of the changes in talent management and different types of metrics and analytics.

The session was conducted by Mr. Vardaraj A V from SAPLABS.

The session was started with a welcome speech by Raunak Rajbhandar student of section 18 CHR- MHRM.

Mr. Vardaraj started the session by introducing the Human resources and a briefing on how HR is not just about managing people but also includes- Decision making, Strategic Thinking, Compensation Benefits and Analytics and its importance in HR.

Following things were discussed in detail and practical experience of the corporate world was transferred and shared:

- Compensation Benefits- Hiring, making new Positions, follow equity in pay distribution and allowances.
- Analysis- Casual Analysis, Risk Analysis, Regression Analysis used in different areas of HR.
- Importance of numbers in HR Analytics and Compensation Benefits.

Students at the workshop

A video was played which answered some important questions like:

-Why the risk of top performers leaving the organization is high- Importance of work engagement and hot skills.

-Importance of social media to hire and retain Talent- LinkedIn, Twitter, Glassdoor.

Importance of Data driven HR:

- HR data decides number of days and amount invested in a person to measure performance.
- It talks about Retention of a resourceful person.
- Transformation of HR using people Analytics.

- It measures the performing levels of employees and predicts when an employee will quit the organization in advance using- Competency Models.
- HR analytics calculates Return on Investment- success of a project or Return on Investment- on an individual.

Students at the workshop

HR analytics understands the importance of certain top performing employees and helps the employers retain them by investing in them through performance appraisal and conducting training programs.

Some facts were discussed:

- 52% of companies suffer because they don't find the required skills in the market.
- 40% companies face diversity issues.
- 43% of companies suffer because of declining work engagement.
- 35% of companies end up doing ineffective hiring.
- 30% problems in companies arise because of ineffective Decision making.

Students at the workshop

HR Analytics and tools

Functional HR- Tools like Success Factor SAP and Excel are important to manage an organization.

Intuition v/s Analytical Thinking

- Thinking the correct thing at the correct time and taking precise decisions which are a result of both Intuition and Analytical Thinking are important for an HR.
- The results should be Hypothesis driven
- An HR needs to be calculative just in time to reach conclusions.

Artificial Intelligence

AI and chat bots are ruling the corporate world. For sustaining in this fast pace world the knowledge of technology and possessing hot skills is a must for an HR to retain oneself in the growing market.

Challenges in Talent management and effectiveness of Training programs were discussed in depth.

Statistical tools in HR

Regression analysis, ANOVA, Correlation

These tools are used in many areas of HR like Performance Appraisal, Talent Acquisition, Rewards and Recognition and many more. An HR should be analytical and always upgraded with tools.

Descriptive modeling, Predictive modeling, Casual modeling, Design Thinking, Kink patrick's Model, Spitzer learning models were explained.

The session ended with a Google Case study about its top performers.

Some questions answered during the session were-

1. What is time to fill productivity- FTE?
2. What are the hot skills in HR that students should possess?
3. Why are chat bots more effective than humans?
4. How to manage the problems related to tools like success factors?

The learning from this session was immense and highly motivating.

Prof. Uma Warrier ma'am also contributed in this guest lecture by asking some questions and giving her valuable insight on women productivity.

Dr.Uma Warrier and Dr. Nishanth Singh falicitating the guest speaker Mr. Vardaraj ADr.Uma Warrier and Dr. Nishanth Singh falicitating the guest speaker Mr. Vardaraj A

Conclusion:

The session was ended with vote of thanks and token of gratitude given by Prof. Uma Warrier by presenting a letter of appreciation to the guest speaker. To conclude, it was a very informative and interactive workshop where various HR metrics of talent management were discussed in detail by the guest speaker.

Talent management metrics are tools to measure the inflow, through flow, and outflow of talent in your organization. Some organizations qualify their entire workforce as 'talent' while in others only a select group qualifies as such. This is an important distinction because when everyone qualifies as a talent, there's no difference between your talent management metrics and your workforce metrics.
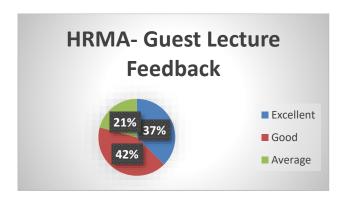
It was an interactive session where we learnt about how to minimize the cost of hiring and retain the talented employees. The real-time scenarios that were discussed was a great learning for students. They were introduced to real-life examples rather than only being restricted to the theoretical concepts.

The workshop on Talent management- data driven People management taught us how to identify the talented employees and how to retain them to use their maximum potential in the organizational successes.

FEEDBACK :

The workshop overall was well received by the students.

Feedback analysis: 9 excellent, 10 good, 5 average total= 24 total

Feedback Analysis:

Questions to Map Pos	**Wt Score ▶** List of Pos & PSOs	5 Strongly Agree	4 Agree	3 Neutral	2 Disagree	1 Strongly Disagree	Total	Wt. Score	Max score	%age
The Workshop helped me to learn new / Improve new skill and competency	PO1 PO5 PO7	9	9	2	3	1	24	94	120	78%
The workshops objectives were clearly stated and achieved	PO1 PO5 PO7	5	10	1	6	2	24	82	120	68%
The workshops content & coverage was relevant	PO5 PO7	10	9	2	1	2	24	96	120	80%
The time was well managed during the workshops		10	10	1	3	0	24	99	120	83%
The facilitator of the workshop was knowledgeable & resourceful	PO1	12	8	2	1	1	24	101	120	84%

Attainment Calculation:

POs	Q1	Q2	Q3	Q4	Q5	Captured By	Total Attainment Score	Level Achieved
PO1	78%	68%			84%	Q1 Q2 Q5	77%	**3**
PO2								
PO3								
PO4								
PO5	78%	68%	80%			Q1 Q2 Q3	76%	**3**
PO6								
PO7	78%	68%	80%			Q1 Q2 Q3	76%	**3**
PSO1								
PSO2								
PSO3								

FEEDBACK:

Out of the total 24 students who attended and filled up the feedback forms, 9 students rated this session as excellent. They found this session very productive, informative, and insightful. Some of the students have requested for more similar sessions to be conducted in the future.

10 of them rated the workshop as good. Their average opinion was that it was a good session that talked about the importance of different HR metrics to retain talented employees in modern time.

They found it interesting session but suggested it to be more interactive. Many of the students have asked some questions out of their curiosity which showed their interest and attention level during the lecture.

5 students have rated the session as average. According to them the guest lecture session was lacked in time management. There should have been some inclusion of activity based learning and second half could have been more interactive and interesting.