

**SRI VENKATESWARA COLLEGE
 (UNIVERSITY OF DELHI)**

EVENT REPORT

NAME OF THE EVENT: ADD ON COURSE ON “HR ANALYTICS”			
DATE	DEPARTMENT	COMMITTEE/SOCIETY	COORDINATORS NAME
16 th Sep-6 th Nov, 2023	COMMERCE	ADD ON COURSE COMMITTEE	DR. MAMTA ARORA & MOHINI YADAV
TIME	VENUE	NUMBER OF PARTICIPANTS	NATURE: Outdoor/Indoor; online/offline/hybrid
10:00 A.M.-12:00 P.M. (Every Saturday and Sunday)	MS TEAMS	36 students	Online
FINANCIAL SUPPORT/ASSISTANCE (if any):	NA		

BRIEF INFORMATION ABOUT THE ACTIVITY

TOPIC/SUBJECT OF THE ACTIVITY	ADD ON COURSE ON “HR ANALYTICS”
OBJECTIVES	The objective was to provide a course on HR Analytics as the landscape of business and employment continues to evolve, the integration of data-driven decision-making in human resources has been increasingly essential.
METHODOLOGY	The syllabus was designed with the help of expert and online classes were held on MS Teams platform.
INVITED SPEAKERS WITH AFFILIATION DETAILS (IF ANY)	Dr. Sunil Budhiraja, Assistant professor in School of Management and Labour Studies, Tata Institute of Social Sciences (Mumbai Campus).

OUTCOMES	The enrolled students learnt about Analytical Foundations of HR Measurement, HR Metrics, Descriptive statistics, LAMP Framework for HR Analytics, Designing and administering a pulse survey, HR Analytics for Training and Development, Analytical specific to Performance Management – Application of regression analysis, Analytical specific to Recruitment and Selection Data Visualization using Power BI, Creating reports and HR dashboards using Power BI, SPSS.

PROOFS & DOCUMENTS ATTACHED (Tick mark the proofs attached):

1 Notice & Letters ✓	2 Number of Participants & Name of participants ✓	3 Video clip	4 Photos ✓	5 Feedback Form & analysis ✓
6 News clip with details	7 Sample Copy of the Certificate ✓	8 Posters/ Invites ✓	9 Event report Attested by Event Coordinator & IQAC Coordinator ✓	10 Any other document

IQAC Document No: IQAC/SVC/2023-24/COM/04	Criterion No: III, V
Departmental file No: COMMERCE/2023-24/ADDON	IQAC file No: SVC/2023-24

NAME OF TEACHER & SIGNATURE	NAME OF HEAD/ COMMITTEE INCHARGE & SIGNATURE	IQAC COORDINATOR (SEAL & SIGNATURE)
Mrs. Mohini Yadav	Dr. Mamta Arora	

For Reference

Criterion I	Curricular Aspects (planning & Implementation)	Criterion V	Student Support & Progression
Criterion II	Teaching Learning & Evaluation	Criterion VI	Governance
Criterion III	Research, Innovations & Extension	Criterion VII	Institutional Values & Best Practices
Criterion IV	Learning Resources and Infrastructure		

HR Analytics

(Add - On Course Report)

16th September, 2023 – 6th November, 2023

By:

Addon Course Committee

Department of Commerce

Sri Venkateswara College

ACKNOWLEDGEMENT

We consider it a great privilege to be a part of this prestigious institution Sri Venkateswara College. Not only academically but the college has always excelled in all the fields and it feels extremely great to be a part of one such initiative. We would like to express our special gratitude to our ex-principal madam, **Prof. C. Sheela Reddy** and current acting principal, **Prof. K. Chandramani Singh**, for fostering great values in the college environment and inspiring us to do new things.

We are also very grateful to the resource persons **Dr. Sunil Budhiraja, Assistant professor in School of Management and Labour Studies, Tata Institute of Social Sciences (Mumbai Campus)**, for taking time from his busy schedule to enlighten our students with his expertise.

We also thank **Dr. Mamta Arora, TIC of commerce department** for always keeping our morale high and guiding us from time to time. Special mention goes to our team members, **Mr. Aashish Jain, Mrs. Antima Sharma, Dr. Neha Singhal, Mr. Ajit Singh and Dr. Neetu Kushwaha**, who played a vital role in the fruitful completion of the course.

Last but not the least, a special thanks to all administrative, accounting and ICT department for their cooperation throughout this insightful journey.

Dr. Mamta Arora

Mrs. Mohini Yadav

(Course Convener)

INTRODUCTION

The simple motto of our add-on course committee is to create high impact, hands on experiences that prepare students for meaningful and productive careers. With the huge success of the previous add-on courses on Entrepreneurship, Digital Marketing and Data Analytics with Advance excel, we are delighted to start the new add-on course on HR Analytics in this session. As the landscape of business and employment continues to evolve, the integration of data-driven decision-making in human resources has been increasingly essential.

The **Department of Commerce, Sri Venkateswara College**, under the able guidance of our Acting Principal, Prof. **(Dr.) K C Singh** understood the need of the hour and therefore took the initiative of starting a new add – course on ‘HR Analytics’ for the students. This course aimed at training the students to use employee-related data and analytical processes to improve HR performance level and employee retention.

Expected Learning outcomes

The students who took up this course learnt:

- To collect and analyse past data for identifying underlying causes and trends in employee attrition
- To collate data regarding HR productivity and engagement
- To understand new employee behaviour through data analysis
- To draw insights out of the data and report the findings to the management
- To correlate various types of data and understand the patterns behind important concerns such as low employee performance, compensation revision, etc.
- To create predictive models for better understanding employee behaviour, employee performance, etc.
- To develop HR strategies and make decisions to improve the overall performance and employee satisfaction level.

Course Duration

This was a 15 weeks course with a 30-hour duration which started on 16th September, 2023 and ended on 6th November, 2023. The classes were held on Saturdays and Sundays.

Thirty-six students from different courses of different colleges of University of Delhi enrolled for the course. Students were from different courses like BA Programme, B.Sc. Biochemistry (Hons), B.Com (Hons), B.Com, B.A (Vocational Studies) Human Resource Management and B.Sc. Statistics (Hons). The students were from following colleges:

1. Sri Venkateswara College, University of Delhi (23)
2. College of Vocational Studies, University of Delhi (3)
3. Maharaja Agrasen Institute of Management Studies, GGSIPU (1)
4. Atal Bihari Vajpayee School Of Management and Entrepreneurship, JNU, New Delhi (1)
5. Delhi School of Professional Studies and Research (1)
6. IMS Noida (1)
7. Indraprastha College for Women, University of Delhi (1)
8. Institute of Management and Studies (1)
9. Motilal Nehru College, University of Delhi (1)
10. Shaheed Bhagat Singh College, University of Delhi (1)
11. Sri Guru Gobind Singh College of Commerce, University of Delhi (1)
12. Vivekananda College, University of Delhi (1)

TEAM BEHIND THE COURSE

COURSE CONVENERS



Dr. Mamta Arora
Associate Professor
TIC, Commerce Department, SVC



Mrs. Mohini Yadav
Assistant Professor
Commerce Department, SVC

TEAM MEMBERS



Mr. Aashish Jain, Assistant professor, Commerce Department, SVC



Mrs. Antima Sharma, Assistant professor, Commerce Department, SVC



Dr. Neha Singhal, Assistant professor, Commerce Department, SVC



Mr. Ajit Singh, Assistant professor, Commerce Department, SVC



Dr. Neetu Kushwaha, Assistant professor, Commerce Department, SVC

The journey of this add-on course on HR Analytics right from idea inception to materialization, would not have been possible without the collective initiative taken by the team conveners and its members, in terms of creativity, techno-savvy skills, diligence and patience. **Dr. Mamta Arora**, the Teacher-in-Charge/ Convenor who has always supported new initiative and creative ideas of the Department colleagues. She has added another feather in her cap by supporting the idea of offering this course. The course began at the initiative of **Mrs. Mohini Yadav** who was fully supported by **Dr. Mamta Arora**. **Dr. Neha Singhal** (Assistant Professor), **Mr. Aashish Jain** (Assistant Professor), **Mrs. Antima Sharma** (Assistant Professor), **Mr. Ajit Singh** (Assistant Professor) and **Dr. Neetu Kushwaha** (Assistant Professor) also deserve a special mention for their valuable inputs and untiring efforts for the successful completion of this program.

RESOURCE PERSONS



Dr Sunil Budhiraja
Assistant Professor
Mumbai Campus, Centre for Social & Organisational
Leadership, School of Management and Labour
Studies, Tata Institute of Social Sciences (TISS)

Dr. Sunil Budhiraja is an Assistant Professor at the School of Management and Labour Studies at the Tata Institute of Social Sciences (TISS). He is a science graduate and MBA with specialization in Human Resource Management. He is a doctorate from Panjab University Chandigarh. He possesses an overall experience of 17 years in teaching, training, research, and consulting. He has served reputed academic institutes, including IIM Ahmedabad and Symbiosis International University, and has been a resource person for numerous research workshops and management development programs. His core interest areas include Research Methods, Change Management, and Performance Management. He is capable of performing both qualitative and quantitative research. Regarding research outcomes, he has more than 20 publications in world-class academic journals, including Personnel Review, International Journal of Manpower, Employee Relations, and IIMB Management Review. He has completed a research project with the University of Helsinki, Finland. He has delivered executive development programs for large private companies and several government organisations.

SYLLABUS AND STRUCTURE OF THE COURSE

The Course covers the following topics:

COURSE CONTENTS (28 teaching hours + 2 hours assessment)

S.No	Topic	No. of hours
1	Analytical Foundations of HR Measurement	2
2	Types of HR Metrics	2
3	Descriptive statistics; choosing the right descriptive statistics for various types of variables/ problems/HR metrics (USE of Dummy Data)	2
4	LAMP Framework for HR Analytics 2	2
5	Designing and administering a pulse survey	2
6	HR Analytics for Training and Development – Application of Hypothesis testing and parametric tests. (USE of Dummy Data)	4
7	Analytical specific to Performance Management – Application of regression analysis. (USE of Dummy Data)	4
8	Analytical specific to Recruitment and Selection – Application of logistics regression analysis. (USE of Dummy Data)	4
9	Data Visualization using Power BI. (USE of Dummy Data)	4
10	Creating reports and HR dashboards using Power BI	2
		28 Hours course

Continuous assessment was taken by the resource person. 2 quiz of 10 marks each and final assessment of 80 marks covering the entire course, adding up to a total of 100 marks.

STRUCTURE OF THE COURSE: The total course duration is 30 hours including:

- *Teaching:* 28 hours
- *Assessment:* 2 hours

INAUGURAL CEREMONY: 16TH SEPTEMBER 2023

Platform: MS Teams

Time: 10:00 a.m. to 10:30 a.m.

Link: <https://shorturl.at/mpH37>

The Inaugural Ceremony of the “*HR Analytics*”, Add on Course was held on 16th September 2023 at 10:00 a.m. on the Microsoft Teams Platform. The students from various colleges showed great interest with 36 students successfully registering and continuing the Add on Course. The Department of Commerce faculty were given E-card invitation for attending the session. The Inaugural began with Ms. Mohini Yadav, Convener, Add on Course Committee, welcoming the audience and introducing them to the resource person. She then invited Dr. Mamta Arora, Teacher-in-Charge & Convener, Department of Commerce, SVC who congratulated the add-on course committee for initiating courses like this which is highly in demand from graduate students these days. Then, Ms. Mohini Yadav asked the resource person, Dr. Sunil Budhiraja to address the gathering. The resource person then introduced the participants about the course outline and also shed light on the need and importance of the data in today's dynamically growing digital era. He shared how students and even faculty can benefit from the course design. He also extended his best wishes for the successful completion of this add-on-course. At the end Mr. Aashish Jain proposed the vote of thanks and expressed heartfelt gratitude to all. Prof. (Dr.) K. Chandramani Singh, Acting Principal, SVC, was not able to join the session due to unavoidable circumstances. Nevertheless, the inaugural session concluded successfully with the efforts of Dr. Neha Singhal, Mr. Aashish Jain, Ms. Antima Sharma, Mr. Ajit Singh and Dr. Neetu Kushwaha. (Organising Committee).



SRI VENKATESWARA COLLEGE

NAAC Grade A+

DEPARTMENT OF COMMERCE

cordially invites you to the inaugural ceremony of

ADD ON COURSE ON

“HR ANALYTICS”

16th Sep, 2023 | 10:00 AM-11:00 AM

Meeting link: <https://rb.gy/fx51n>



Dr. Suresh Budhiraja

Resource Person



Prof. (Dr.) K Chandramani Singh

Acting Principal

Dr. Mamta Arora,
TIC & Convener
Add on Course Committee

Ms. Mohini Yadav
Convener
Add on Course Committee

Organizing Team

Mr. Aashish Jain

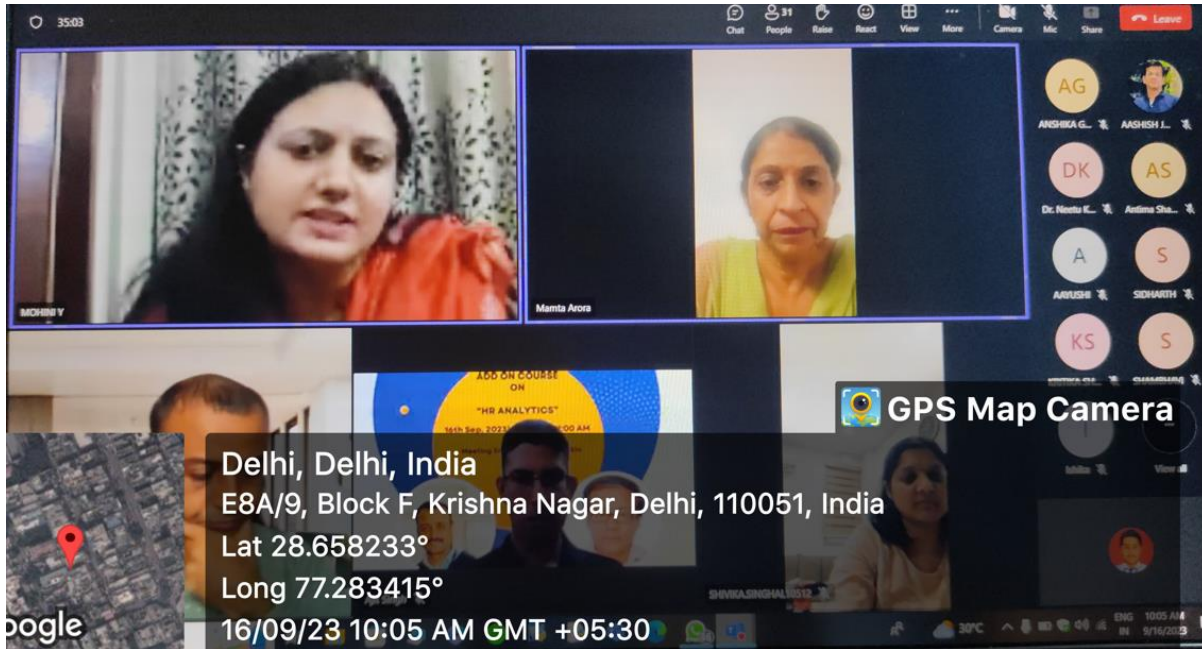
Ms. Antima Sharma

Dr. Neha Singhal

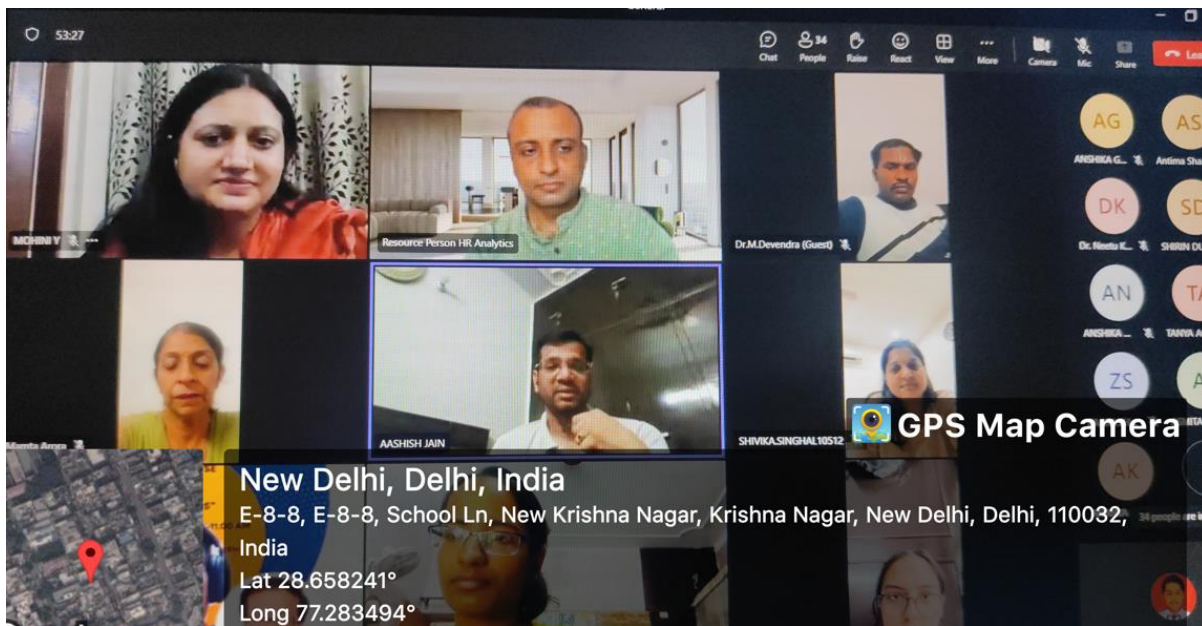
Mr. Ajit Singh

Dr. Neetu Kushwaha

(Inauguration invite)



(Ms. Mohini Yadav welcoming the gathering)



(Mr. Aashish Jain proposing the vote of thanks)

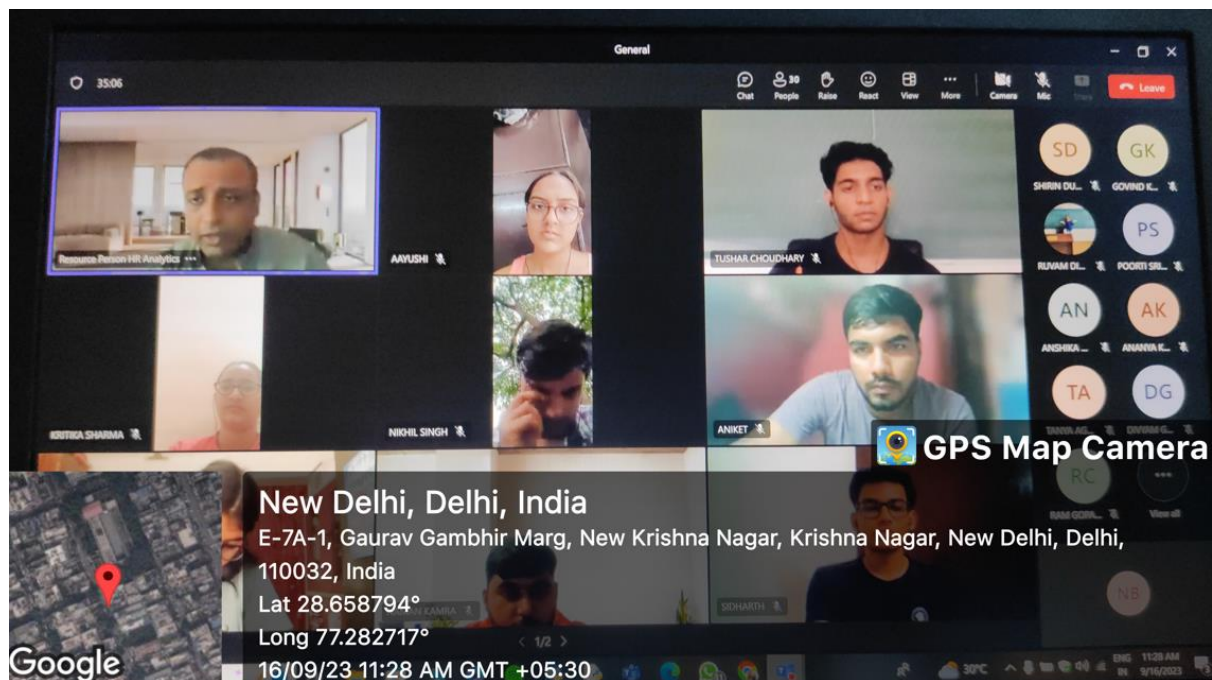
DAY-WISE REPORTS

Day 1: SESSION 1 & 2: 16th September, Saturday

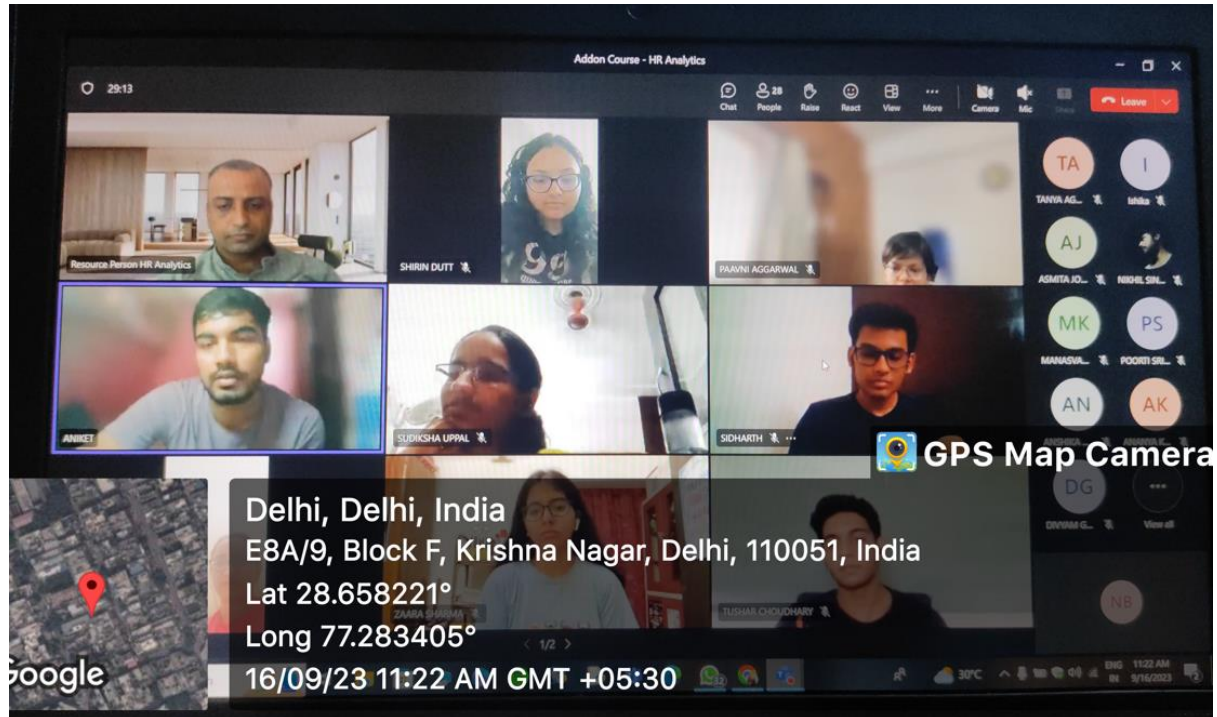
Time: 11:00 A.M.-1:00 P.M.

Link for the session: <https://shorturl.at/mpH37>

The first session of the ADDON Course was held on 16th September, 2023 after the inaugural ceremony. The session started at 11:00 a.m and continued till 1:00 p.m. It started with the introduction the resource person. This was followed by the introduction of students, they also talked about why they joined this course. The session focussed on the course design, objectives of the course, decision making, some research findings. A video was played where Narayan Murthy expressed his facts on moonlighting and had a discussion on the same. It ended with the attendance of the students.



(Dr. Sunil Budhiraja taking the sessions and introducing the basics of HR Analytics)



(Dr. Sunil Budhiraja answering the queries of the students)

Day 2: SESSION 3 & 4: 17th September, Sunday

Time: 11:00 A.M.-1:00 P.M.

Link for the session: <https://shorturl.at/mpH37>

The second session of the ADDON Course was held on 17th September, 2023. The session started at 10:00 a.m. and continued till 12:00 p.m. It started with the quick recap of the earlier sessions. Then, there was an introduction of different concepts of HR Analytics such as Types of analysis (descriptive, diagnostic, predictive, prescriptive), burning the HR lamp, Dave Ulrich HR model, Analysis vs Analytics and types of metric in excel. This was followed by the short assignment given to students as home assignment. It ended with the attendance of the students.

01:06:19

Addon Course - HR Analytics

Participants

Presenters (1)

- Resource Person HR Analytics Organizer

Attendees (34)

- NEEL BATRA
- asstha (Guest) Meeting guest
- ANAYUSHI
- ANANYA KAPOOR
- ANSHIKA AGGARWAL
- ANSHIKA GUPTA
- ANSHIKA NEERAJ
- ASMITA JOSHI
- DIVYAM GROVER
- GOVIND KUMAR

Success of HR Analytics

- Logic - The three anchor points of strategic HR are impact, effectiveness, and efficiency.
 - Impact – sustainable strategic success
 - Effectiveness – Aligned actions to

Delhi, Delhi, India
 E8A/9, Block F, Krishna Nagar, Delhi, 110051, India
 Lat 28.658225°
 Long 77.283418°
 17/09/23 11:02 AM GMT +05:30

Lighting the "LAMP"

"The Right Analytics" Valid Questions and Results (Information, Design, Statistics)

"The Right Talent Strategy" Rational Talent Strategy (Competitive Advantage, Talent) HR Metrics and Analytics That Are A Focus For Strategic Change

"The Right Measures" Sufficient Data (Timely, Reliable, Relevant, High Quality)

"The Right Process" Effective Knowledge Management (Values, Culture, Influence)

GPS Map Camera

(Resource Person sharing the content slide with the students)

01:57:43

Meeting in "General"

Types of HR/HC Metrics

<p>Lead Metrics</p> <ul style="list-style-type: none"> Initiative to attract new hires Number of redeployment initiatives Number of man-days spent in training 	<p>Lag Metrics</p> <ul style="list-style-type: none"> Number of resumes received % of benched employees due to overstaffing Performance rating on skills post training
<p>Efficiency Metrics</p> <ul style="list-style-type: none"> Number of leader competency assessment programs 	<p>Effectiveness Metrics</p> <ul style="list-style-type: none"> Number of leaders ready for new roles

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 E8A/9, Block F, Krishna Nagar, Delhi, 110051, India
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 Long 77.283435°
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GPS Map Camera

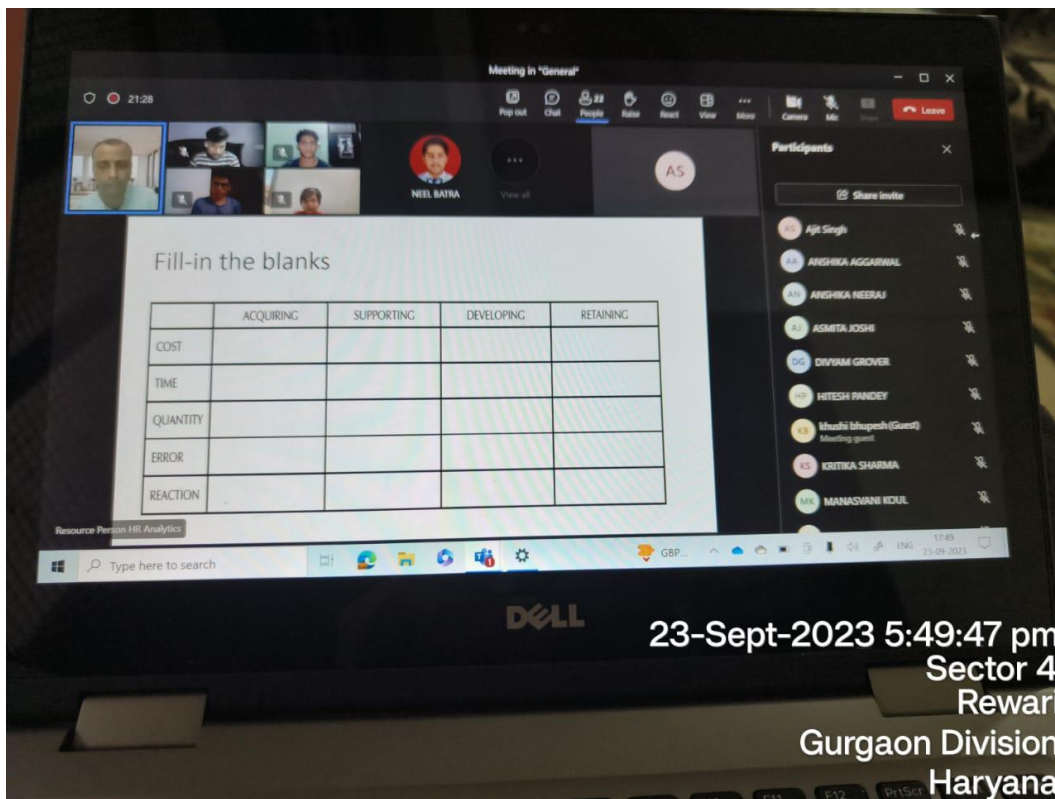
(Resource Person recapitulating the concepts)

Day 3: Session 5 & 6: - 23rd September, Saturday

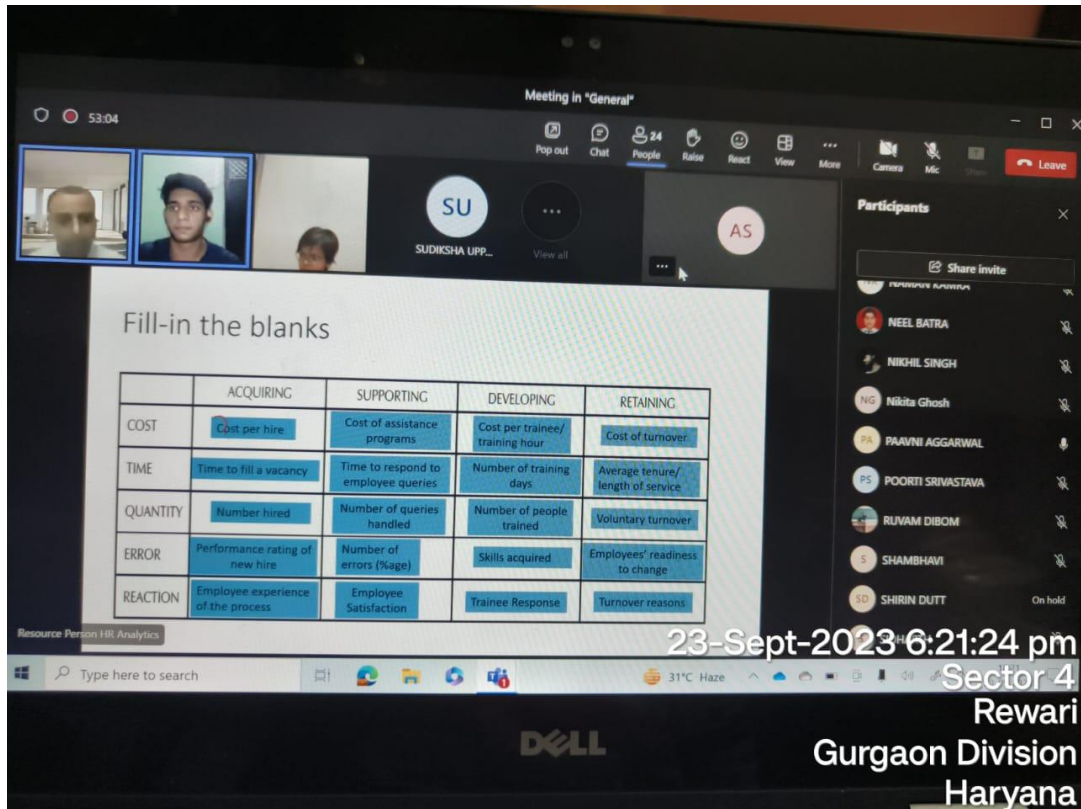
Time: 05:30 P.M. - 07:30 P.M.

Link for the session: <https://shorturl.at/mpH37>

The third day of the ADDON Course was held on 23rd September, 2023. The session started at 05:30 P.M. and continued till 07:30 P.M. It started with the few doubts of the earlier sessions. Then, the resource person discussed the assignment given to the students in previous class. This was followed by focussing on some corporate examples who have adopted HR Analytics and the pitfalls faced in the same. A podcast was also shared with the students to listen and then the key takeaways from it were discussed. It ended with the attendance of the students.



(Resource Person taking doubts of the previous session)



(Resource Person discussing the assignment)

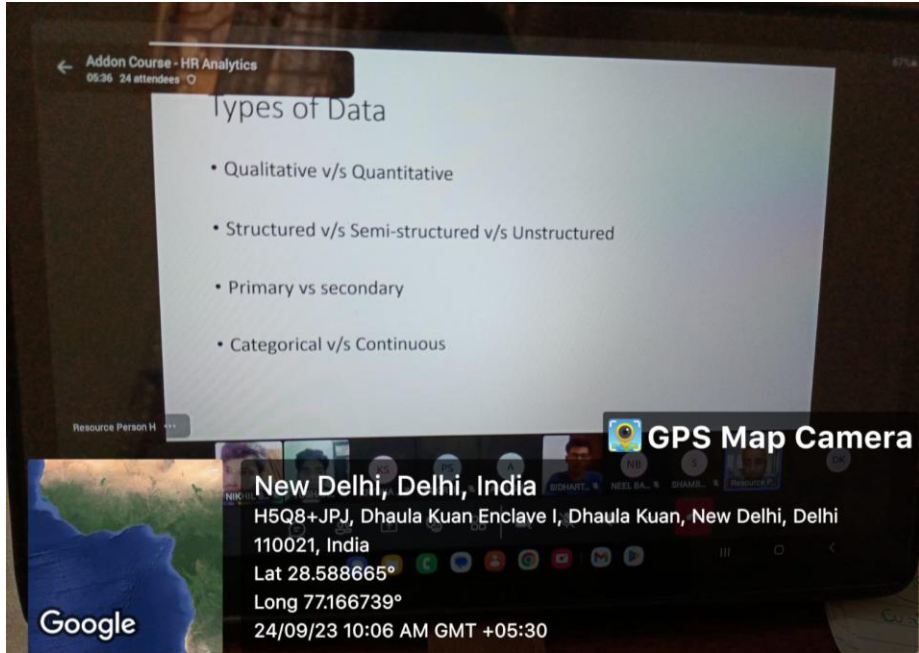
Day 4: SESSION 7 & 8 - 24th September, Sunday

Time: 10:00 A.M. - 12:00 P.M.

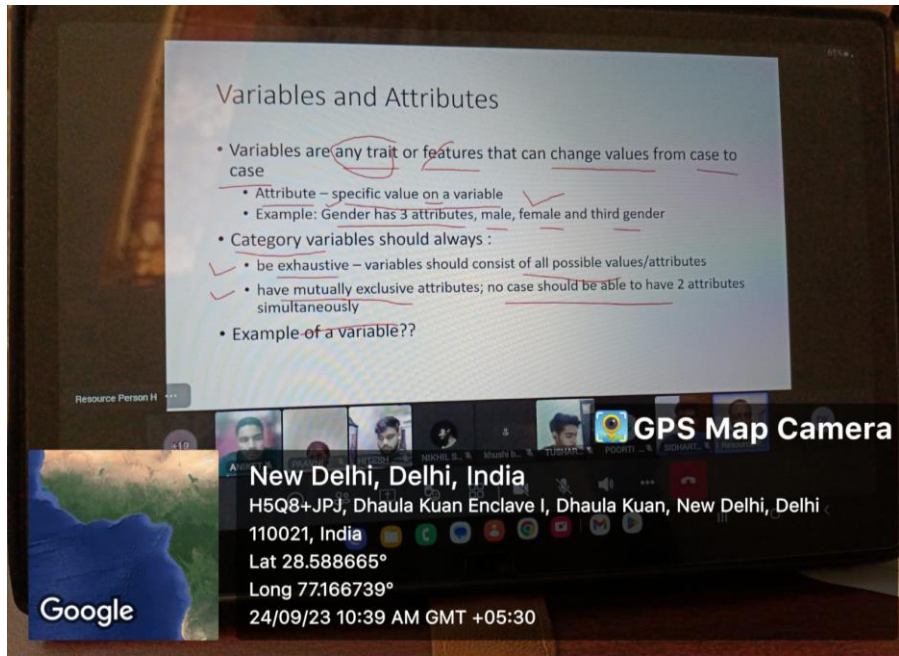
Link for the session: <https://shorturl.at/mpH37>

The fourth day of the ADDON Course was held on 24th September 2023. The session started sharp at 10:00 A.M. and continued till 12:00 noon. The session started with a revision of previous topics and clearing of doubts of the students. Then, the resource person carried forward the session with the types of data, the difference between data, information, knowledge & wisdom, and variables & attributes. The resource person also taught students about translating a business problem issue into a research problem and how one can break the problems into variables. Afterwards, the students were given 5 minutes time to brainstorm on the possible reasons for employee turnover. The session ended with a discussion on the type of scale and an activity to create statements for measuring employee satisfaction using all types of scales. At last, the

resource person informed students about the upcoming quiz for assessment which will take place in the next session and also provided them with the required study material which will help students to prepare for the assessment.



(Resource person discussing types of data)



(Resource person discussing about variables and attributes)

Possible reasons of employee turnover

- Workload
- Salary and Compensation (3)
- Competitiveness in salary and benefits
- Reward and recognition
- Job description
- Career growth (job security) - 2
- Leadership style
- Learning opportunities (3)
- Organisation structure
- Interpersonal relations
- Job meaningfulness
- Communication, including feedback

Employee Turnover

New Delhi, Delhi, India
 H5Q8+JPJ, Dhaula Kuan Enclave I, Dhaula Kuan, New Delhi, Delhi
 110021, India
 Lat 28.588665°
 Long 77.166739°
 24/09/23 11:27 AM GMT +05:30

(Brainstroming session)

Create 5 statements to measure employee satisfaction using all four types of scale.

- Gender - M or F or...
- Department - A or B or...
- How likely are you coming to office tomorrow?
 a) less likely b) somewhat likely c) very likely
- Rate your satisfaction on a scale of 1 to 5, where 1 means strongly unsatisfied and 5 means strongly satisfied.
- How much salary hike did you get in this financial year?

New Delhi, Delhi, India
 H5Q8+JPJ, Dhaula Kuan Enclave I, Dhaula Kuan, New Delhi, Delhi
 110021, India
 Lat 28.588665°
 Long 77.166739°
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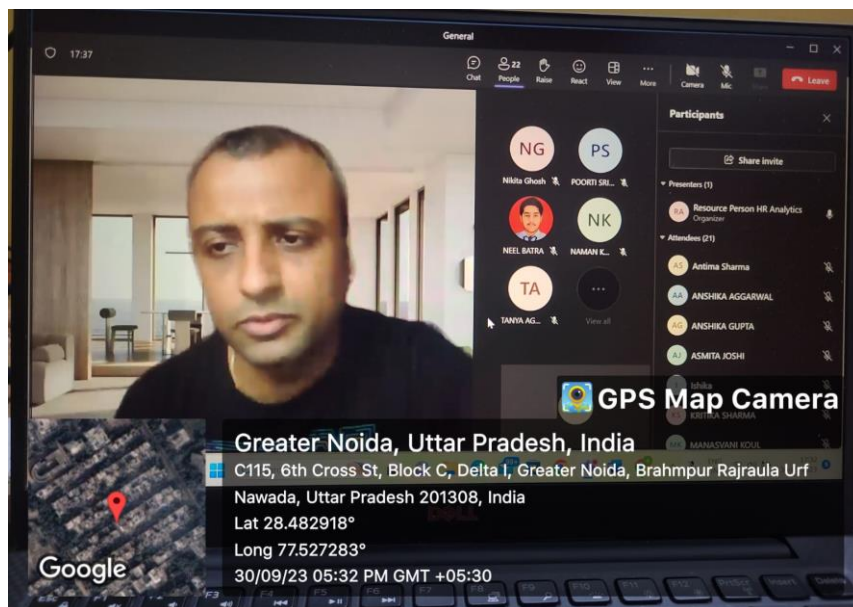
(Activity given by resource person)

Day 5: Session 9 & 10: - 30th September, Saturday

Time: 05:30 P.M. - 07:30 P.M.

Link for the session: <https://shorturl.at/mpH37>

The fifth day of the ADDON Course was held on 30th September 2023. The session started at 5:30 p.m. and continued till 7:30 p.m. At starting resource person addressed queries of the previous session. Later, resource person assigned a quiz to the students. In quiz 10 questions were assigned, each question carries one mark. This quiz was a part of the final assessment. Here is the link of the quiz: <https://forms.gle/YAPqsrj2UjLYRRiU6>. Following this, a dummy data file shared by the resource person. Continuing the session, the resource person explained the difference between effectiveness and efficiency. This session focused on introduction to MS Excel for descriptive statistics, data cleaning, coding, and processing. Resource person also explained various types of data analysis e.g., univariate analysis, bivariate analysis, and multivariate analysis. Afterwards, resource person taught data preparation process and demonstrated how to calculate the descriptive statistics in MS excel. A concise explanation on mean, median, mode, kurtosis, standard deviation, standard error, and skewness was also given. The session ended with the attendance of the students.



(Resource person answering the doubts of the students)

01:07:46

General

Meeting chat

than once

<https://forms.gle/9APm9UjUyBRUj6>

Its 5:38

TUSHAR CHOUDHARY 17:57

Effective- concerned with completion of task

Efficient completion of task within less resources

Or less time

Or more output with same input

Type a message...

GPS Map Camera

Greater Noida, Uttar Pradesh, India
C115, 6th Cross St, Block C, Delta I, Greater Noida, Brahmpur Rajraula Urf
Nawada, Uttar Pradesh 201308, India
Lat 28.482902°
Long 77.527291°
30/09/23 06:22 PM GMT +05:30

Google

(Resource person discussing about level of analytics)

55:26

General

Meeting chat

than once

<https://forms.gle/9APm9UjUyBRUj6>

Its 5:38

TUSHAR CHOUDHARY 17:57

Effective- concerned with completion of task

Efficient completion of task within less resources

Or less time

Or more output with same input

Type a message...

GPS Map Camera

Greater Noida, Uttar Pradesh, India
C115, 6th Cross St, Block C, Delta I, Greater Noida, Brahmpur Rajraula Urf
Nawada, Uttar Pradesh 201308, India
Lat 28.4829°
Long 77.527296°
30/09/23 06:10 PM GMT +05:30

Google

S.No.	Employee Code	Source of Recruitment	Plant	Location	Department	Gender	Total Work Experience as on March 2022	March 2021	March 2020	Age as on March 2022	Number of leaves in 2021
1	LPSM1	Consultant	Plant 1	New York	Operations	M	74827	15	37	5	
2	LPSM2	Social Media	Plant 1	New York	Sales	M	60319	17	39	10	
3	LPSM3	Direct	Plant 1	New York	IT	M	77385	5	27	5	
4	LPSM4	Consultant	Plant 1	New York	Administration	M	85894	4	26	4	
5	LPSM5	Direct	Plant 1	New York	Supply Chain	M	93879	6	28	3	
6	LPSM6	Campus	Plant 1	New York	Supply Chain	M	46712	8	30	2	
7	LPSM6	Campus	Plant 1	New York	Supply Chain	M	46702	11	14	10	
8	LPSM7	Transfer	Plant 1	New York	Sales	M	88662	8	30	7	
9	LPSM8	Transfer	Plant 1	New York	HR and Personnel	M	77687	14	16	7	
10	LPSM9	Transfer	Plant 1	New York	HR and Personnel	M	43568	11	33	6	
11	LPSM10	Social Media	Plant 1	New York	Sales	M	92151	18	35		
12	LPSM11	Transfer	Plant 1	New York	Supply Chain	M	76937	3	25		
13	LPSM12	Campus	Plant 1	New York	IT	M					

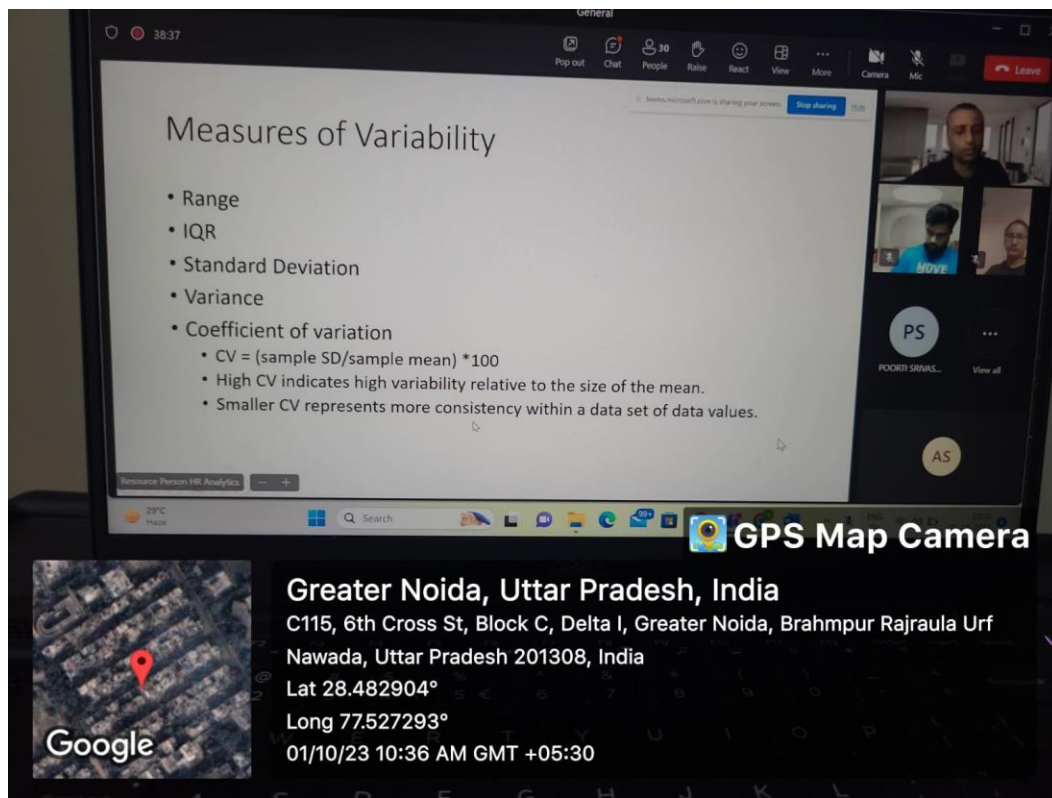
(Resource person explaining data preparation process)

Day 6: Session 11 & 12: - 1st October, Sunday

Time: 10 A.M. – 12:00 P.M.

Link for the session: <https://shorturl.at/grzLS>

The session started at 10:00 a.m. and continued till 12:00 p.m. At starting resource person gave a quick recap of earlier session and answered the doubts of the students. This session focuses on measures of variability. A detailed explanations on standard deviation, standard error, inter quartile range, coefficient of variation, and outliers was given. Resource person also explained the concept of bar graph & histogram, and difference between the two charts. Continuing the session resource person gave a detailed description on the shape of distribution and explained the concept of normal distribution, positive skewness, and negative skewness. Later, resource person explained how to create a box plot in excel to identify the outliers in the data. At the end resource person demonstrated creation of pivot table in excel. The session ended with the attendance of the students.



The image shows a screenshot of a Zoom meeting. The main content is a slide titled "Measures of Variability" with the following bullet points:

- Range
- IQR
- Standard Deviation
- Variance
- Coefficient of variation
 - $CV = (\text{sample SD} / \text{sample mean}) * 100$
 - High CV indicates high variability relative to the size of the mean.
 - Smaller CV represents more consistency within a data set of data values.

Below the slide, there is a Google Maps interface showing a location in Greater Noida, Uttar Pradesh, India. The address is C115, 6th Cross St, Block C, Delta I, Greater Noida, Brahmipur Rajraula Urf Nawada, Uttar Pradesh 201308, India. The coordinates are Lat 28.482904° and Long 77.527293°. The date and time are 01/10/23 10:36 AM GMT +05:30. The text "GPS Map Camera" is overlaid on the map.

(Topic of Session: Measures of Variability)

52:06

Pop out Chat People Raise React View More Camera Mic

Shape of distribution

- A histogram provides a graphical display showing the shape of a distribution
 - A distribution can be symmetrical or skewed
- A symmetrical distribution may be either bell-shaped or U shaped.
- In symmetrical distribution, the values of mean, median and mode are equal i.e. Mean=Median=Mode

Mean
Median
Mode

Symmetrical

GPS Map Camera

Greater Noida, Uttar Pradesh, India
C113, 6th Cross St, Block C, Delta I, Greater Noida, Brahmpur Rajraula Urf
Nawada, Uttar Pradesh 201308, India
Lat 28.483003°
Long 77.527282°
01/10/23 10:50 AM GMT +05:30

Google

(Resource person sharing the content slides with the students)

01:44:47

General

Pop out Chat People Raise React View More Camera Mic

dummy data session 5 - Excel

File Home Insert Page Layout Formulas Data Review View Help JMP PivotTable Analyze Design Tell me what you want to do

Clipboard Paste Font Alignment Merge & Center Number Conditional Formatting Table Styles Cell Styles

67038.1157894737

Average of Gross Salary	Column Labels	1.00	2.00	3.00	4.00	5.00	Grand Total
Administration		92058.00	67216.93	74107.00	64568.26	46056.83	65419.79
East Asia & Pacific		74764.67	66342.00	59242.73	80046.83		67518.20
HR and Personnel		82452.00	77052.00	65215.17	60755.70	67442.75	67427.24
IT		77161.00	73933.50	63819.75	74677.57	81079.00	74280.30
Operations		72698.33		54569.00	78019.00		73092.50
Sales		48391.00	62043.33	54720.25	59731.43	71603.50	58760.87
Supply Chain		79699.17	63922.71	69532.33	61118.71	70681.00	68586.41
Grand Total		72573.29	68550.40	65917.29	64104.52	69106.06	67038.12

PivotTable Fields

Choose fields to add to report:

Gender
Gross Salary
Total Work Experience as on March 2022
Age as on March 2022
Number of leaves in 2021

Drag fields between areas below:

Filters Columns

GPS Map Camera

Greater Noida, Uttar Pradesh, India
C115, 6th Cross St, Block C, Delta I, Greater Noida, Brahmpur Rajraula Urf
Nawada, Uttar Pradesh 201308, India
Lat 28.482922°
Long 77.527252°
01/10/23 11:42 AM GMT +05:30

Google

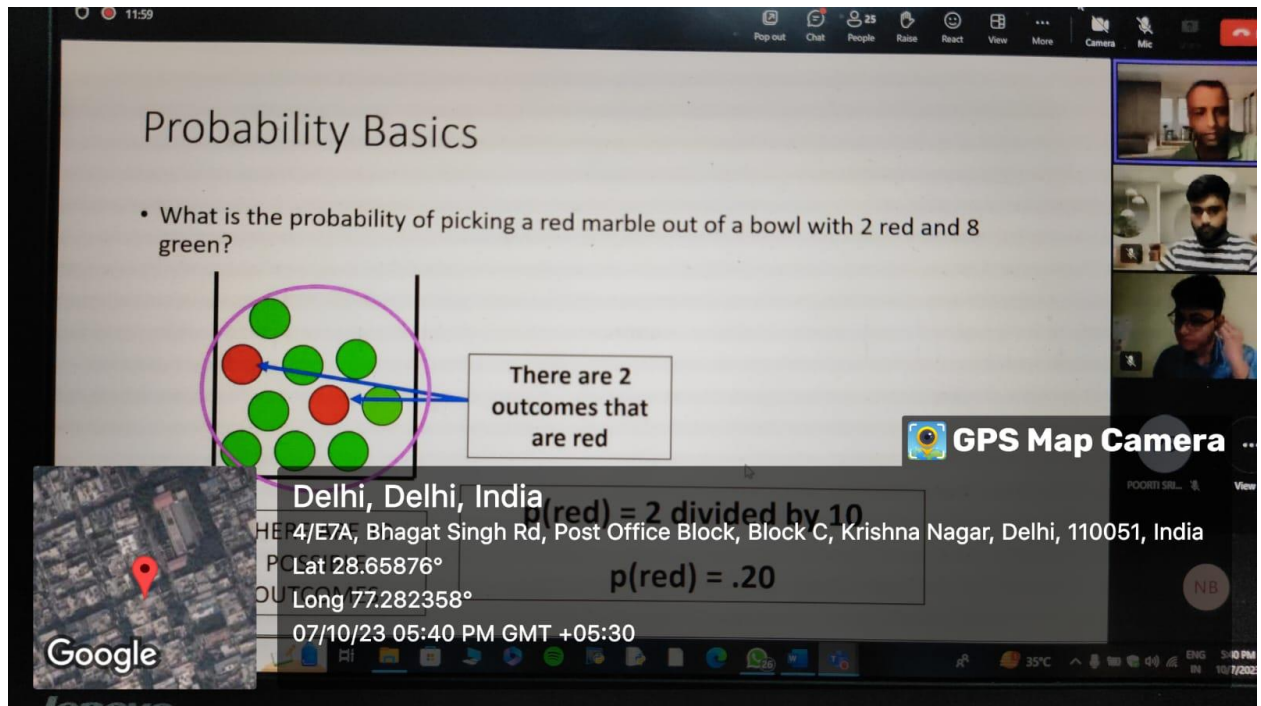
(Resource person demonstrating creation of pivot table in excel)

Day 7: Session 13 & 14: - 7th October, Saturday

Time: 5:30 P.M. – 7:30 P.M.

Link for the session: <https://shorturl.at/grzLS>

The sessions of the seventh day of the Add-on course were held on October 7th, 2023. The session started at 05:30 P.M. and continued till 07:30 P.M. It started with a few doubts from the earlier sessions and a recapitulation of the concepts taught in the previous class. This was followed by the concepts of Probability Distribution and Z Score which were the topics of the day. The resource person started with the basics of probability and then moved on to fundamental principles and types of distributions. He also compared binomial and poisson distribution and talked about the importance of Z score in analytics. He also employed the use of MS Excel to illustrate the concepts and use of formulas when and where required. The session ended with the attendance of the students.



(Resource person discussing the basics of probability)

Relationship between Sample, Sampling Distribution & Population

Empirical (exists in reality) but unknown ✓

POPULATION

Non-empirical (theoretical or hypothetical) Laws of probability allow us to describe its characteristics ✓

SAMPLING DISTRIBUTION

(Distribution of sample outcomes) ✓

SAMPLE

Delhi, Delhi, India
E8A/8, Block F, Krishna Nagar, Delhi, 110051, India
Lat 28.658246°
Long 77.283422°
07/10/23 07:25 PM GMT +05:30

GPS Map Camera

(Resource person addressing doubts at the end)

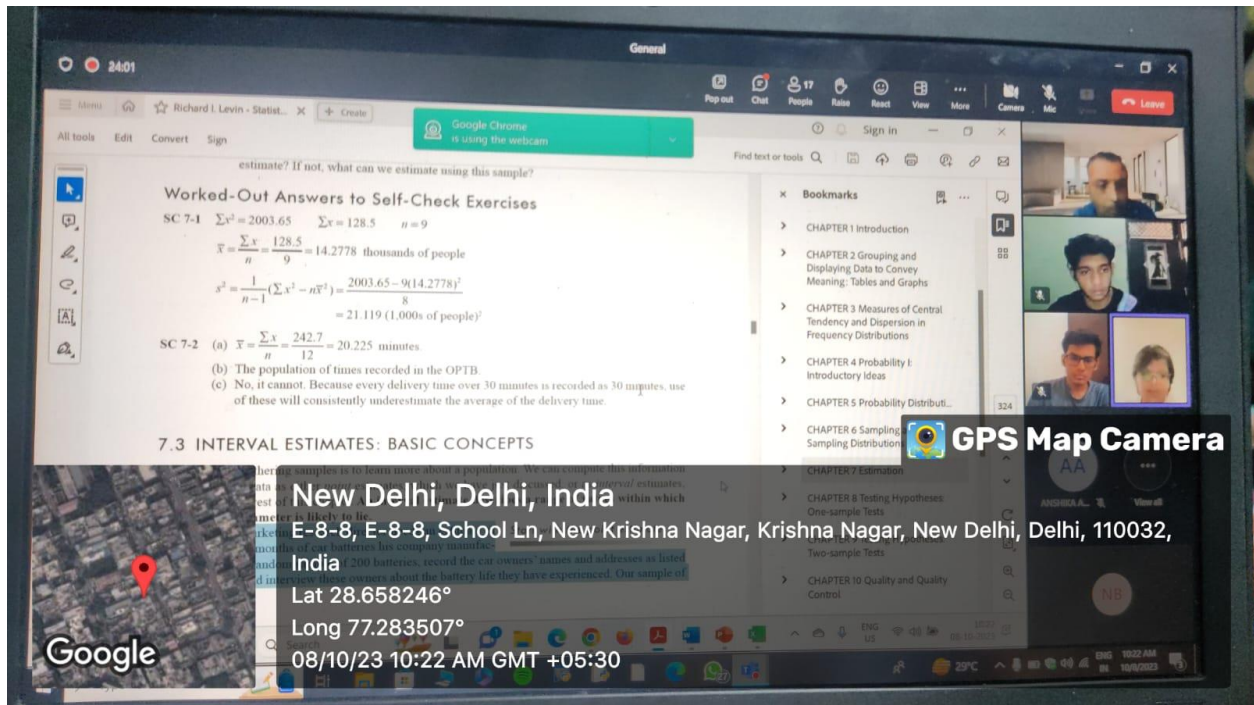
Day 8: Session 15 & 16: - 8th October, Sunday

Time: 10 A.M. – 12:00 P.M.

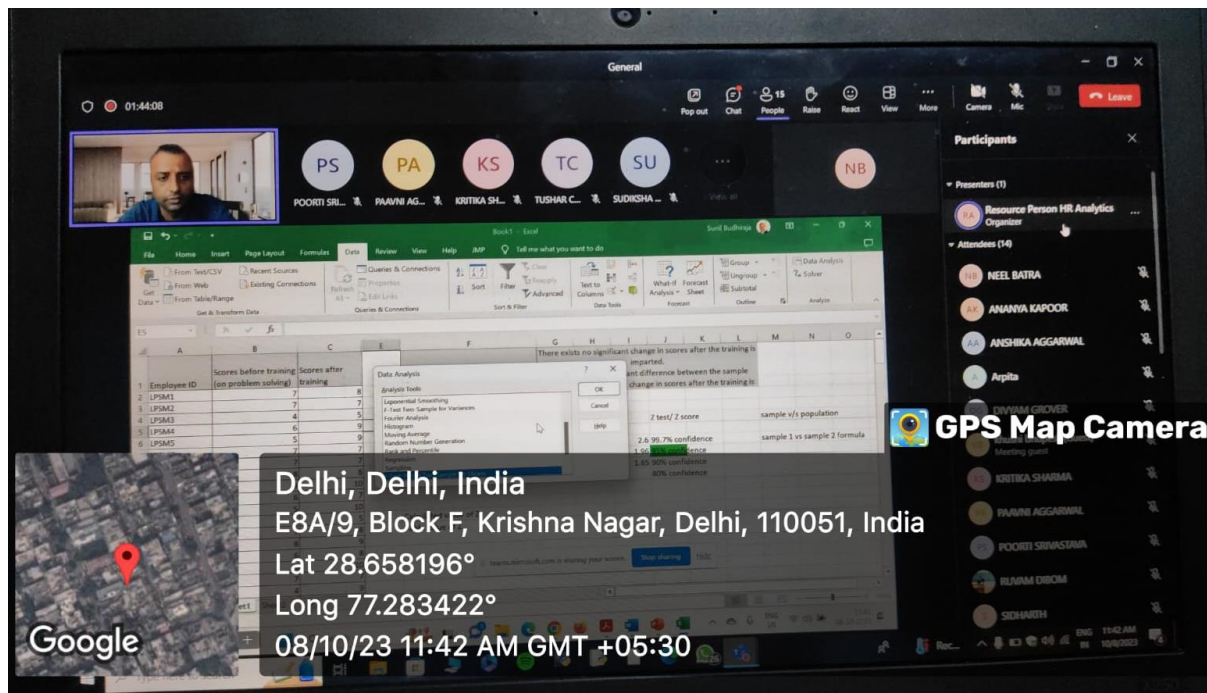
Link for the session: <https://shorturl.at/grzLS>

The eighth day of the Addon course was on October 8th, 2023. The session started at 10:00 a.m. and continued till 12:00 noon. It started with the revision of the concepts taught in the previous class which was then followed by the concepts of Hypothesis testing and Application of t-test which were the topics of the day. The resource person started with a flow diagram explaining the hypothesis formulation and testing process in detail. He then moved to the application of t-test for training effectiveness and compared it with z-test taught previously. The resource person also gave a few numerical to the students for practice and discussed them. He also employed the use of MS Excel to illustrate the concepts and use of formulas when and where required. Before ending the session, the resource person shared the content slides and dummy data with the

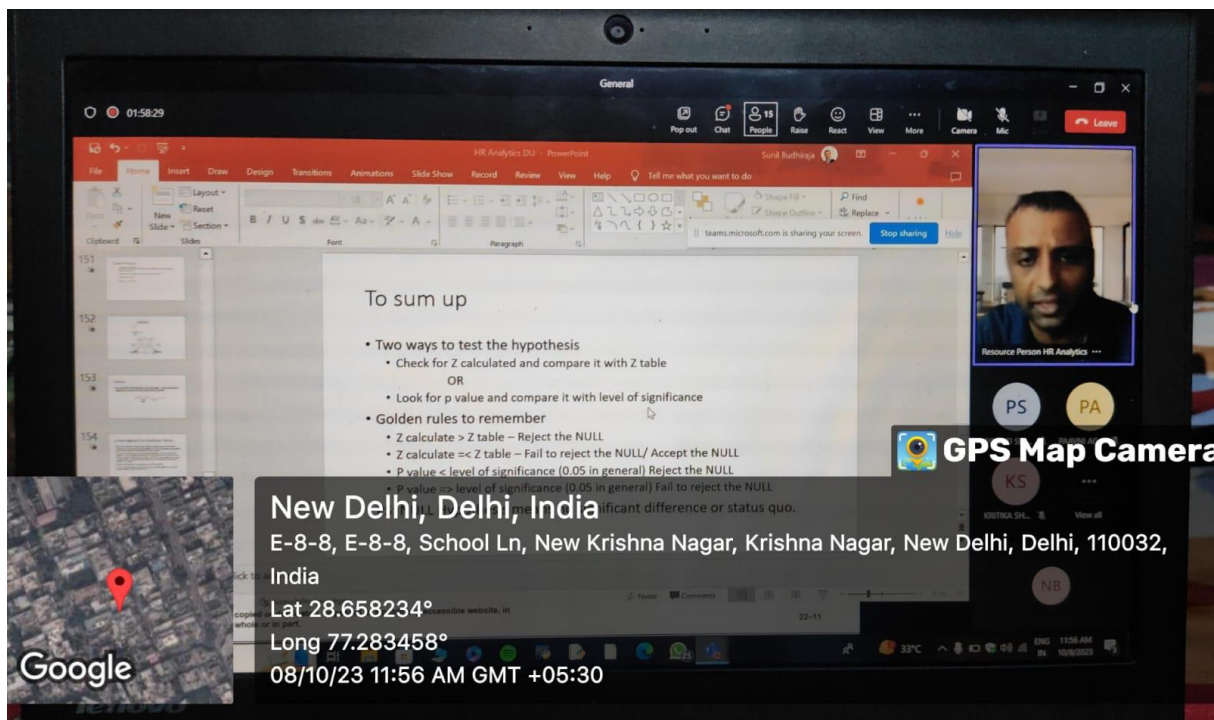
students and also told them to revise the concepts taught for a small assessment in the next session. Finally, the session ended with the attendance of the students.



(Resource person discussing numerical questions)



(Resource person using excel to teach application of formulas)



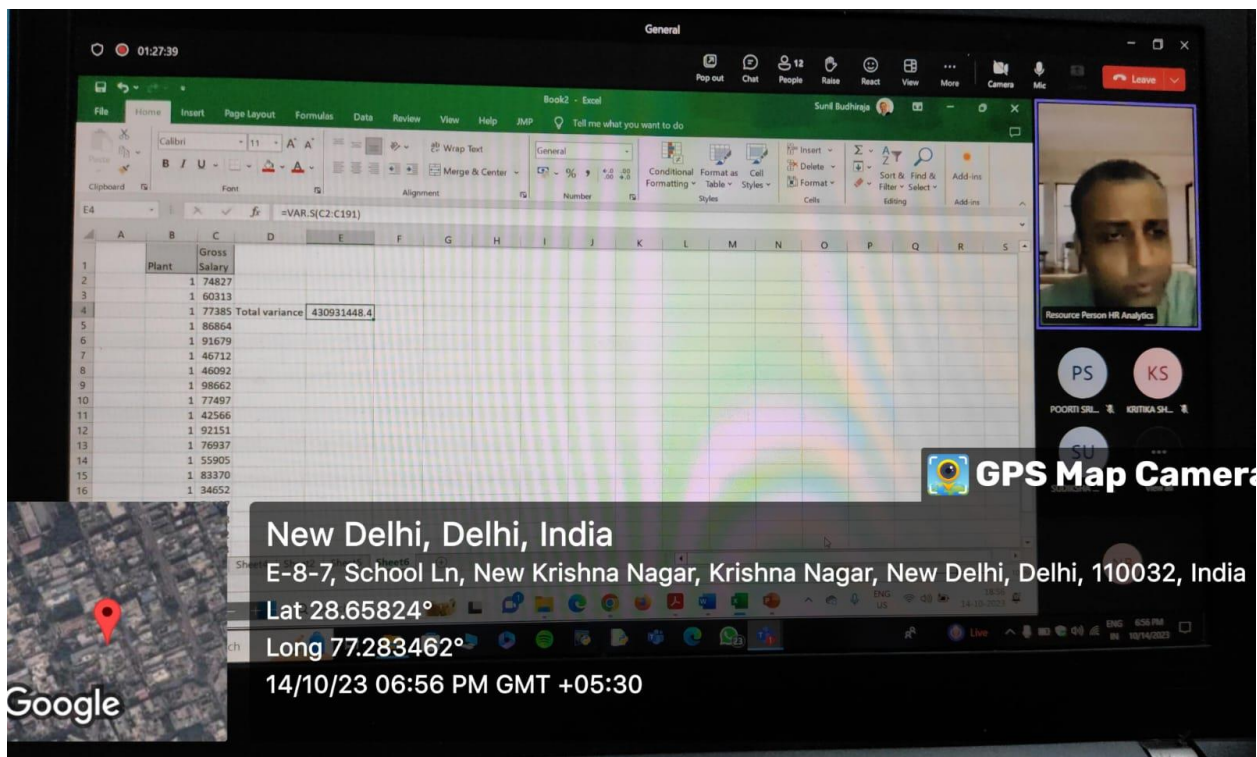
(Resource person ending the session with a summary)

Day 9: Session 17 & 18: - 14th October, Saturday

Time: 05:30 P.M. – 07:30 P.M.

Link for the session: <https://shorturl.at/grzLS>

The ninth day of the add-on course was held on October 14th, 2023. The session started at 05:30 P.M. and continued till 07:30 P.M. It started with the revision of the concepts taught in the previous class which was then followed by the concepts of HR Application of t-test and ANOVA which were the topics of the day. The resource person started with the basic concepts of variance and subsequently moved to advance concepts. He also discussed a few practical examples and questions with the students for practice and also employed the use of MS Excel to illustrate the concepts and use of t-test and ANOVA for data analysis (when and where required). Before ending the session, the resource person shared the content slides and dummy data with the students for their practice after the class. Finally, the session ended with the attendance of the students.



(Resource person discussing the basic concepts)

General

01:48:57

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Powerpoint

Table Tools

Sunil Budhira

Non Parametric tests

- Non parametric test do not make any assumption about the distribution of the variable whereas parametric test assumes that the continuous variable should be normally distributed.

Parametric Test	Equivalent non parametric tests
T-test	The Mann-Whitney test
One way ANOVA	The Kruskal - Wallis test
Two way ANOVA	Two Way ANOVA

GPS Map Camera

New Delhi, Delhi, India
 E-8-6, E-8-6, School Ln, New Krishna Nagar, Krishna Nagar, New Delhi, Delhi, 110032, India
 Lat 28.658337°
 Long 77.283368°
 14/10/23 07:18 PM GMT +05:30

(Resource person sharing content slides with the students)

General

01:53:29

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Book2 - Excel

Sunil Budhira

Delhi Mumbai Newyork Sydney Singapore

Anova: Single Factor

Groups	Count	Sum	Average	Variance
Delhi	38	344	9.052632	140.1053
Mumbai	31	209	6.741935	28.39785
Newyork	20	119	5.95	16.365789
Sydney	65	379	5.830769	9.611538
Singapore	96	224	2.333333	12.86349

ANOVA

Source	Sum of Squares	df	MS	F	P-value	F crit
Between Groups	7222.141	4	1805.535	69.73451	1.786296	0.133356
Within Groups	185	39	4.74359	0.133356	2.420479	
Total	7501.079	189				

GPS Map Camera

New Delhi, Delhi, India
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 Lat 28.658236°
 Long 77.283507°
 14/10/23 07:22 PM GMT +05:30

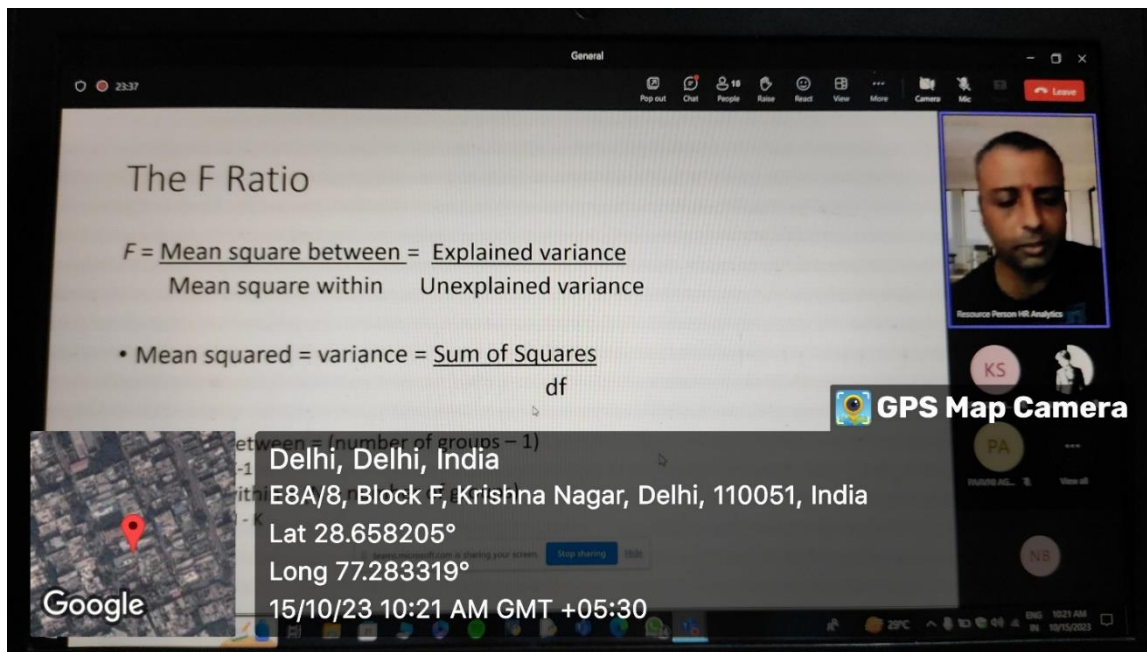
(Resource person showing use of excel for data analysis)

Day 10: Session 19 & 20: - 15th October, Sunday

Time: 10:00 A.M. – 12:00 P.M.

Link for the session: <https://shorturl.at/grzLS>

The tenth day of the ADDON Course was held on October 15th, 2023. The session started at 10:00 A.M. and continued till 12:00 NOON. It started with a short assessment in the form of quiz from the previous four sessions. The link for the quiz is <https://forms.gle/zK3Ekf2wHZnkYp2u8>. After the assessment, the questions asked were discussed, which was then followed by the revision and doubts of the concepts taught in the previous class. The resource person then began with the concepts of Chi Square Testing. The resource person started with the basic concepts of F ratio and subsequently moved to advance concepts. He also showed a video to the students for better clarity of the concepts. A few practical examples and questions were also discussed with the students for practice and he also employed the use of MS Excel to illustrate the practical application of the concepts taught. Before ending the session, the resource person shared the content slides and dummy data with the students for their practice after the class. Finally, the session ended with the attendance of the students.



(Resource person discussing F ratio)

General

01:24:45

dummy data version 5 - Excel

Sunil Budhiraja

Observed Contingency Table				Expected Contingency Table				(O-E) ²	
Row Labels	Male	Female	Grand Total	Row Labels	Male	Female	Grand Total		
Administration	39	9	48	Administration	43.2	4.8		17.64	17.64
East Asia & Pacific	25		25	East Asia & Pacific	22.5	2.5		6.25	6.25
HR and Personnel	27	7	34	HR and Personnel	30.6	3.4		12.96	12.96
IT	19	1	20	IT	18	2		1	1
Operations	8		8	Operations	7.2	0.8		0.64	0.64
Sales	23		23	Sales	20.7	2.3			
Supply Chain	30	2	32	Supply Chain	28.8	3.2			
Grand Total	171	19	190	Grand Total					

Chi square 15.5964
Chi square 1.635
Reject the NULL

New Delhi, Delhi, India
E-8-8, E-8-8, School Ln, New Krishna Nagar, Krishna Nagar, New Delhi, Delhi, 110032, India
Lat 28.65822°
Long 77.283448°
15/10/23 11:22 AM GMT +05:30

GPS Map Camera

(using excel for practical application)

General

01:57:09

13

TC S
TUSHAR C. SIDHARTH
SU AS
SUDIKSHA... Ajit Singh
MK
AA A
ANSHU... ANNEE
NB

New Delhi, Delhi, India
E-8-8, E-8-8, School Ln, New Krishna Nagar, Krishna Nagar, New Delhi, Delhi, 110032, India
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Long 77.283502°
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GPS Map Camera

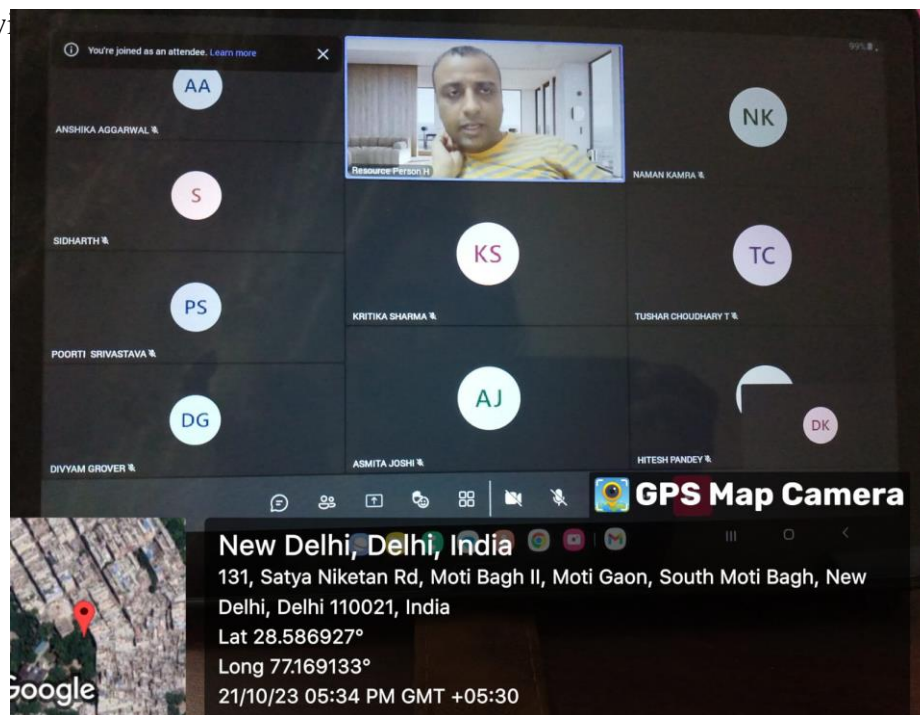
(resource person taking up the doubts)

Day 11: Session 21 & 22: - 21st October, Saturday

Time: 05:30 P.M. – 07:30 P.M.

Link for the session: <https://shorturl.at/grzLS>

The eleventh day of the Add-on course was held on 21st October, 2023, Saturday. The session started at 05:30 P.M. and continued till 07:30 P.M. The session started with clearing of doubts, where students raised their doubts regarding hypothesis testing, T-Test, Z-Test and ANOVA. Furthermore, the resource person shared dummy data with the students with the help of which he explained the labelling of qualitative variables and construct. The resource person raised a few questions from the students to make them understand various statistical tests. The same dummy data set was used during the entire session. The session carried forward with the “Introduction to Regression,” where the resource person shared a YouTube video on the topic entitled “Endogeneity” and explained the difference between correlation and regression. At last, the session ended with



(Resource person taking up the doubts of the students)

Notifications (2)

Excel Spreadsheet: "What are the factors that influence the emp?"

ID	Gender	Years of experience	Department	Employee satisfaction (on a scale of 1 to 7)	Stress Level (on a scale of 1 to 5)	No. of sick leaves 2023	PerfRating2022 (on a scale of 1 to 5)	
1	0	11	3	5.36	4.00	13	5	
2	0	3	3	5.27	4.33	2	5	
7	3	12	3	4.91	4.00	0	5	
8	0	6	2	4.00	4.67	0	5	
9	5	14	1	5.82	3.33	0	5	
10	6	1	6	6.00	3.00	0	5	
11	7	1	5	1	5.26	4.00	0	5
12	8	1	3	3	4.64	3.33	0	5
13	9	0	9	1	5.91	1.67	0	5
14	10	1	1	2	5.18	1.67	0	5
15	11	1	0	2	6.00	1.00	0	5
16	12	0	5	1	4.73	3.00	13	5
17	13	1	4	2	3.91	4.00	13	5
18	14	0	5	1	5.82	3.67	11	5
19	15	1	4	1	4.09	4.00	4	5

Resource Person H

GPS Map Camera

New Delhi, Delhi, India
 131, Satya Niketan Rd, Moti Bagh II, Moti Gaon, South Moti Bagh, New Delhi, Delhi 110021, India
 Lat 28.586926°
 Long 77.169132°
 21/10/23 05:49 PM GMT +05:30

(Resource person explaining about the labelling of variables)

Notifications (2)

it truth (a gentle introduction), by John Antonakis

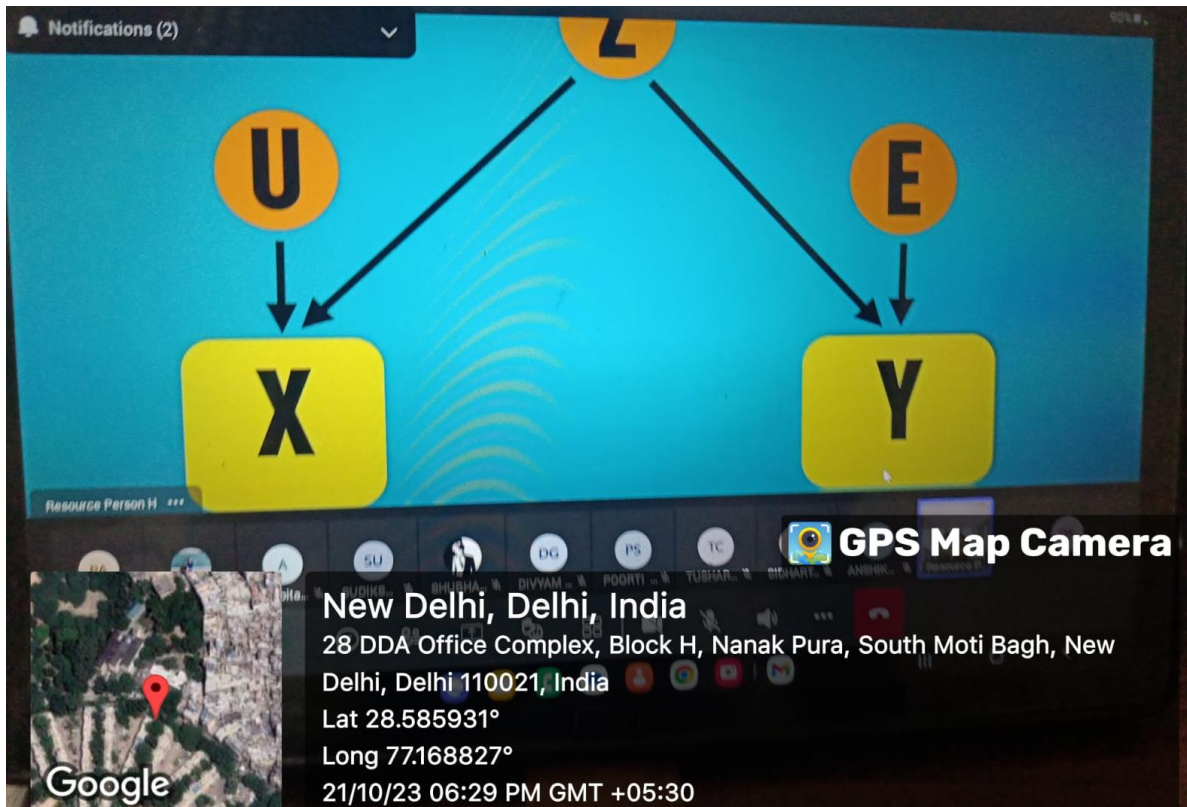
Video Player: ENDOGENEITY An Inconvenient Truth A gentle introduction

Resource Person H

GPS Map Camera

New Delhi, Delhi, India
 H5P9+CG5, Block H, Nanak Pura, South Moti Bagh, New Delhi, Delhi 110021, India
 Lat 28.586019°
 Long 77.168827°
 21/10/23 06:17 PM GMT +05:30

(Resource person sharing the YouTube video)



(Resource person explaining the difference between correlation and causation)

Day 12: Session 23 & 24: - 24th October, Tuesday

Time: 10:00 A.M. – 12:00 P.M.

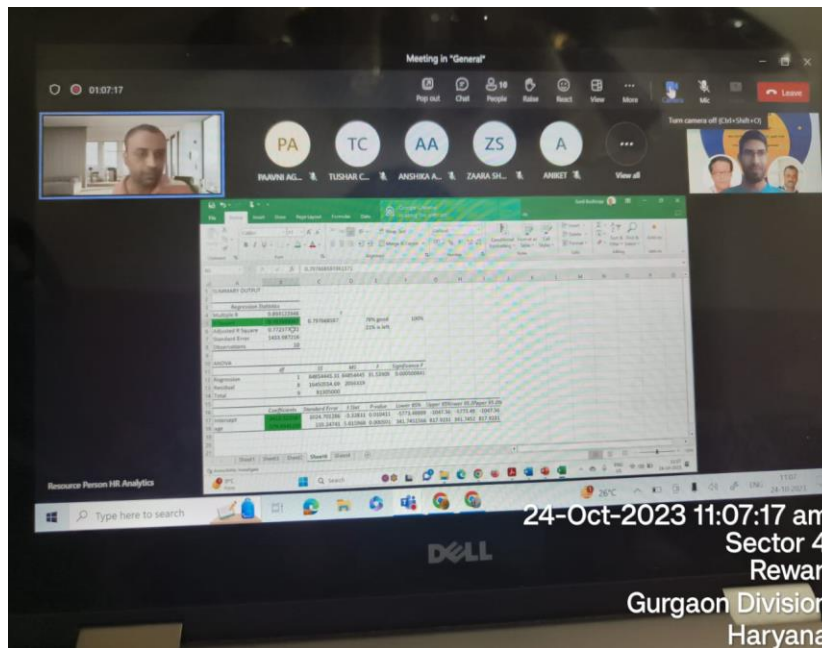
Link for the session: <https://shorturl.at/grzLS>

The 12th day of the Add-on course was held on October 24th, 2023. The session started at 10:00 a.m. and continued till 12:00 noon. The session started with questions from last topic, then followed by the revision of the concepts taught in the previous class. The resource person then began with the concepts of 7 point-likert scale, F test, slope & intercepts using ordinary least-squares method of regression. The resource person started with the basic concepts of F ratio and subsequently moved to advance concepts. He also showed example to the students for better clarity of the concepts. A few practical examples and questions were also discussed with the students for practice and he also employed the use of MS Excel to illustrate the practical

application of the concepts taught. Before ending the session, the resource person shared the content slides and dummy data with the students for their practice after the class. Finally, the session ended with the attendance of the students.



(Resource person showing excel application using dummy data)



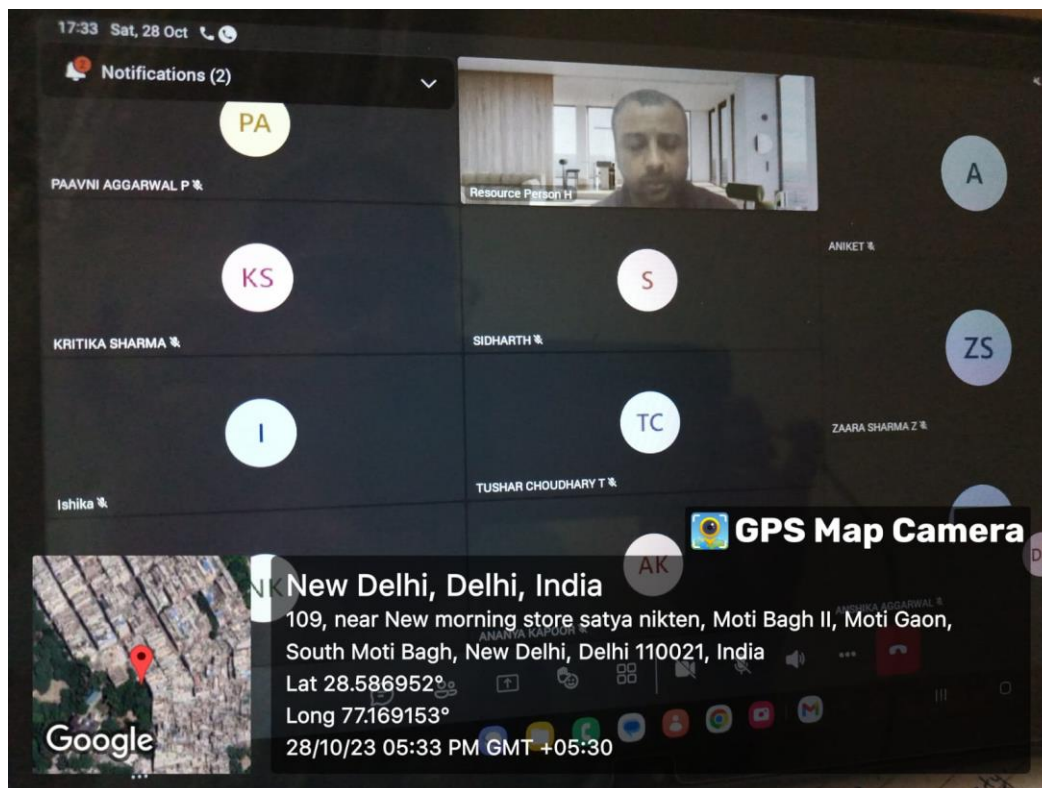
(Resource person discussing regression and correlation using least square method)

Day 13: Session 25 & 26: - 28th October, Saturday

Time: 05:30 P.M. - 07:30 P.M.

Link for the session: <https://shorturl.at/grzLS>

The 13th day of the Add-on course was held on October 28th, 2023. The session started at 05:30 P.M. and continued till 07:30 P.M. The session started with a glimpse of the previous class, where the resource person summarised regression and the interpretation of regression output. Furthermore, the resource person distinguished between the uses of SPSS, Power BI and MS Excel. The session carried forward with the introduction of Power BI. The resource person introduces the features and interface of the Power BI. Moreover, a dummy data set was also shared with the students, with which students were taught to import the Excel data set to Power BI. The resource person also taught about various types of charts in Power BI. At last, the session ended with a hands-on the charts available in Power BI.



(Resource Person summarising the previous class topics)

Notifications (2)

Most common graph types

```

graph TD
    A[Type of Data] --> B[Categorical]
    A --> C[Continuous]
    B --> D[Univariate Graphs]
    B --> E[Bivariate Graph]
    C --> F[Univariate Graphs]
    C --> G[Bivariate graph]
    D --> H[Bar Graph]
    D --> I[Pie Chart]
    E --> J[Scattered Clustered graph]
    F --> K[Box Plot]
    F --> L[Stem and leaf]
    F --> M[Histogram]
    G --> N[Line graph]
    G --> O[Scatter Plot]
  
```

Resource Person H

GPS Map Camera

New Delhi, Delhi, India
 H5P9+QPW, Moti Bagh II, Satya Niketan, South Moti Bagh, New Delhi,
 Delhi 110021, India
 Lat 28.586979°
 Long 77.169244°
 28/10/23 06:04 PM GMT +05:30

(Resource person introducing various types of charts)

18:23 Sat, 28 Oct

Notifications (2)

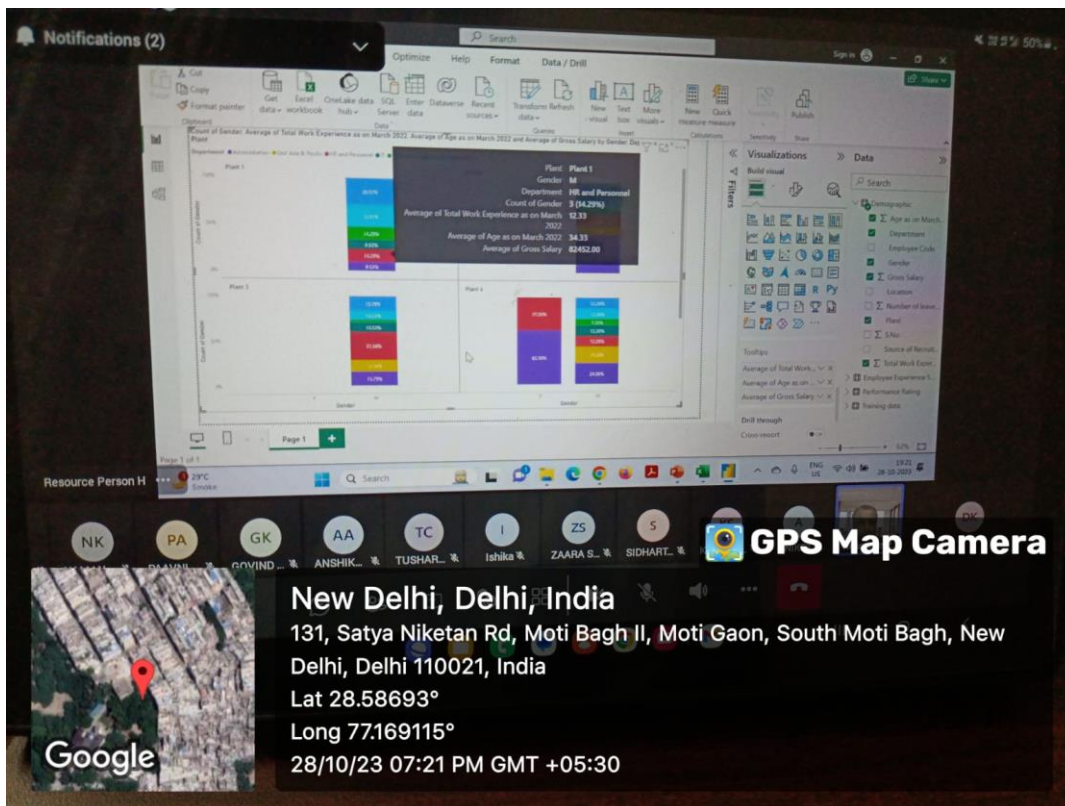
S.No.	Employee Code	Source of Recruitment	Plant
2	LPSM1	Consultant	Plant 1
3	LPSM2	Social Media	Plant 1
4	LPSM3	Direct	Plant 1
5	LPSM4	Consultant	Plant 1
6	LPSM5	Direct	Plant 1
7	LPSM6	Campus	Plant 1
8	LPSM7	Transfer	Plant 1
9	LPSM8	Transfer	Plant 1
10	LPSM9	Transfer	Plant 1
11	LPSM10	Social Media	Plant 1
12	LPSM11	Transfer	Plant 1
13	LPSM12	Campus	Plant 1
14	LPSM13	Consultant	Plant 1
15	LPSM14	Consultant	Plant 1
16	LPSM15	Campus	Plant 1
17	LPSM16	Consultant	Plant 1
18	LPSM17	Direct	Plant 1
19	LPSM18	Consultant	Plant 1
20	LPSM19	Social Media	Plant 1
21	LPSM20	Transfer	Plant 1

Resource Person H

GPS Map Camera

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 131, Satya Niketan Rd, Moti Bagh II, Moti Gaon, South Moti Bagh, New
 Delhi, Delhi 110021, India
 Lat 28.58693°
 Long 77.169115°
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(Resource person teaching importing of data set from Excel to Power BI)



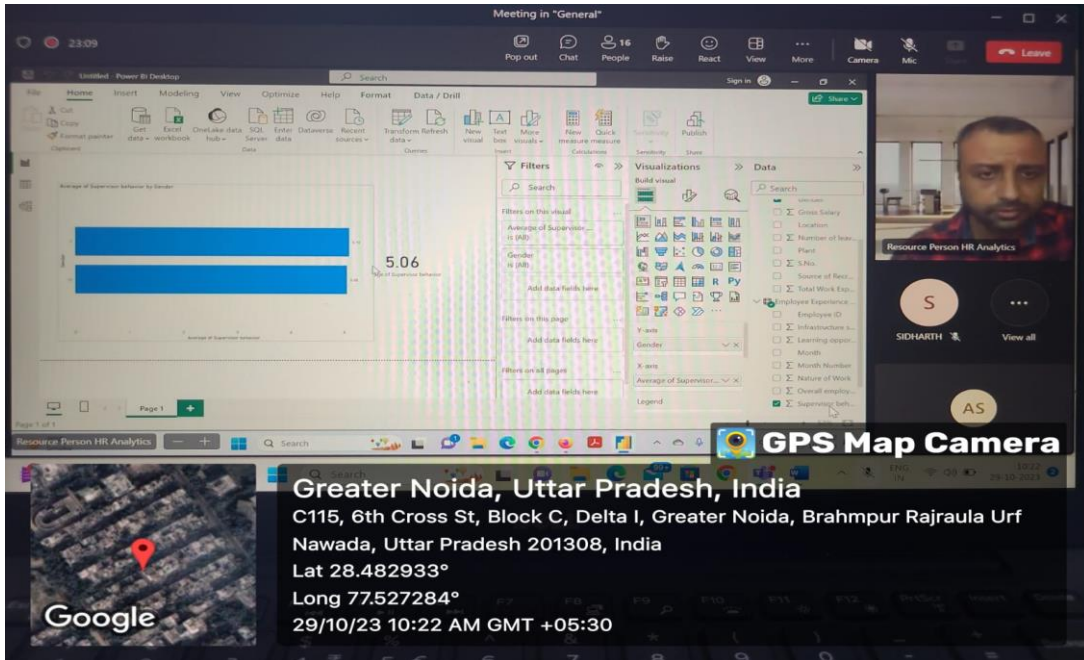
(Hands-on on charts available in Power BI)

Day 14: Session 27 & 28: - 29th October, Sunday

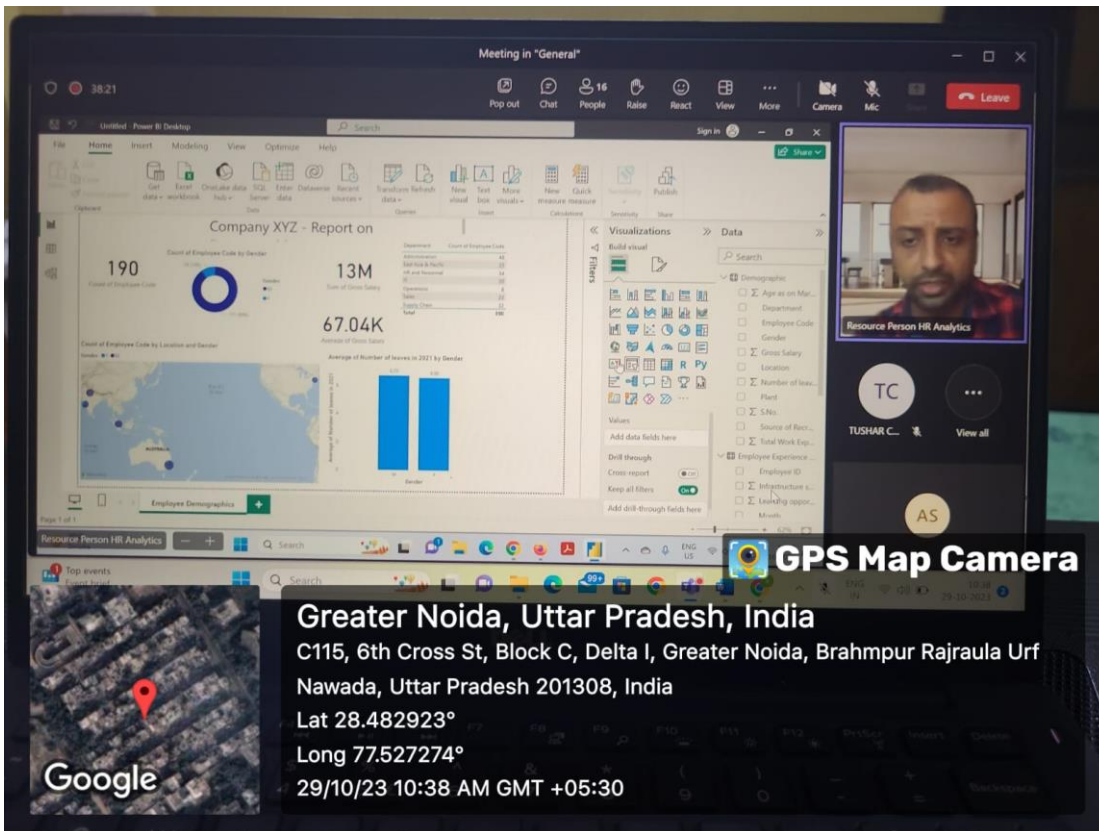
Time: 10:00 A.M. – 12:00 P.M.

Link for the session: <https://shorturl.at/grzLS>

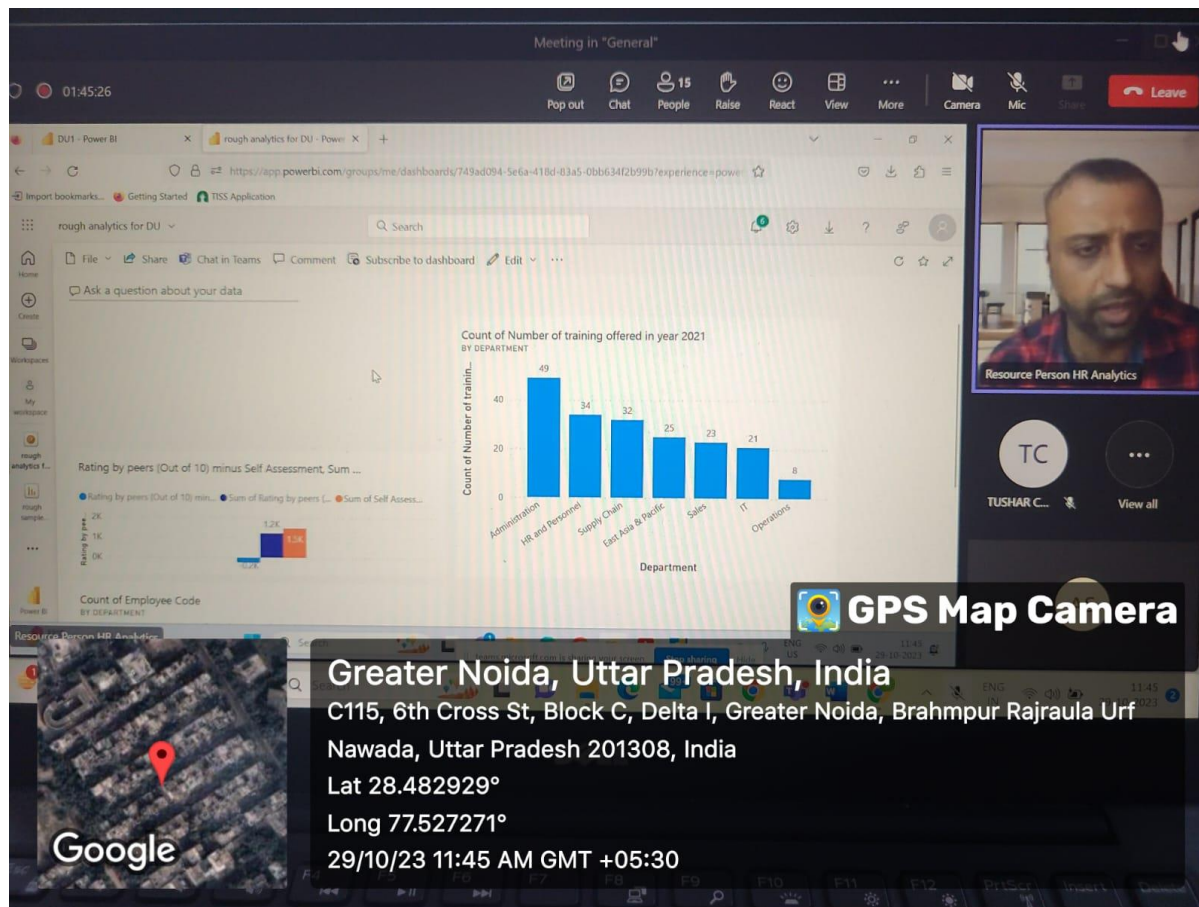
The 14th day of the Add-on course was held on October 29th, 2023. The session started at 10:00 a.m. and continued till 12:00 noon. At starting resource person gave a brief introduction of Power BI and elaborated on its features. Resource person demonstrated the steps to import the data from Excel to Power BI and how to delete the columns and rows which are not useful. Following the session resource person explained how to create the graphs and how to analyze them. Later resource person explained the steps for creating attractive reports with the help of Power BI. Following the session, the steps for adding new measures, and new columns to the data file were explained. At the end of the session creation of a dashboard was explained. It ended with the attendance of the students.



(Resource person demonstrating the steps to create the graphs in Power BI)



(Resource person explaining the steps for creation of reports)



(Resource person explaining the creation of dashboard)

Day 15: Final Assessment: - 4th November, Saturday

Time: 10:00 A.M. – 12:00 P.M.

The final assessment was taken in an online mode. The resource person shared the dummy data and the questions on whatsapp group created for add-on course. The pattern of the exam was 4 questions of 20 marks each with the following instructions:

- Q1. Theoretical question with descriptive answer.
- Q2. Hypothesis testing using excel sheet data.
- Q3 and Q4. Data modelling and designing report using Power BI.

The students were asked to share 2 pdf files (First one for Q1 and Q2 and other for Q3 and Q4) to resource person and convener (Mohini Yadav) email ids and instructed to complete the assessment within the 2 hours deadline. Cameras were kept open throughout the 2 hours.

The questions were the following:

Q1. What do you mean by the term “HR Metric”? Perform descriptive statistics and calculate any 10 HR metrics for the data sheets shared.

Q2. With reference to the attached sheet, the HR manager of the company believes that the peers are adversely rating the employees on the performance dimensions. Set-up the required hypothesis to test whether the belief of the HR manager is statistically true.

Q3. Use Power BI to transform (clean) and model the data before creating a two-page report on the variables in ‘demographic data’ and ‘training data’ sheets.

Q4. Use Power BI to transform (clean) and model the data before creating a two-page report on the variables in ‘demographic data’ and ‘employee experience data’ sheets.

The snapshot of datasheet:

S.No.	Employee Code	Source of Recruitment	Plant	Location	Department	Gender	Gross Salary	Total Work Experience as on March 2022	Age as on March 2022	Number of leaves in 2021	ABC
1	LPSM1	Consultant	Plant 1	New York	Operations	M	74827	15	37	5	:
2	LPSM2	Social Media	Plant 1	New York	Sales	M	60313	17	39	10	:
3	LPSM3	Direct	Plant 1	New York	IT	M	77385	5	27	5	:
4	LPSM4	Consultant	Plant 1	New York	Administration	M	86864	4	26	4	:
5	LPSM5	Direct	Plant 1	New York	Supply Chain	M	91679	6	28	3	:
6	LPSM6	Campus	Plant 1	New York	Supply Chain	M	46712	8	30	2	:
7	LPSM7	Transfer	Plant 1	New York	Sales	M	46092	12	34	10	:
8	LPSM8	Transfer	Plant 1	New York	HR and Personnel	M	98662	8	30	7	:
9	LPSM9	Transfer	Plant 1	New York	HR and Personnel	M	77497	14	36	7	:
10	LPSM10	Social Media	Plant 1	New York	Sales	M	42566	11	33	6	:

Employee ID	Number of training offered in year 2021	Number of trainings attended in 2021	Training Assessment Score (Out of 10)	Training Satisfaction Score (Out of 10)
LPSM1	5	4	6	7
LPSM2	5	5	7	7
LPSM3	5	1	5	4
LPSM4	5	1	9	6
LPSM5	5	4	9	5
LPSM6	5	4	7	7
LPSM7	5	1	7	7
LPSM8	5	5	6	8
LPSM9	5	4	10	9
LPSM10	5	3	4	6
LPSM11	5	1	10	5
LPSM12	5	3	5	4
LPSM13	5	4	8	7
LPSM14	5	1	9	8
LPSM15	5	5	8	6
LPSM16	5	5	10	8
LPSM17	5	3	7	7
LPSM18	5	3	9	4

Day 16: Valedictory Ceremony: - 6th November, Monday


Time: 09:30:00 A.M. – 11:30 P.M.



Venue: New Seminar Hall, Durgabai Deshmukh Building, SVC

The organizing committee of commerce department of Sri Venkateswara College organized valedictory Ceremony on 6th November 2023 in the New Seminar Hall, Durgabai Deshmukh Block of Sri Venkateswara College at 9:30 A.M. to 11:30 P.M. Ms. Mohini Yadav, the convenor of the add-on course anchored the ceremony. The session started with the introduction and welcome address of resource person and chief guest, Dr. Sunil Budhiraja, Principal Dr. K.C Singh, TIC Dr. Mamta Arora, commerce faculty members and participants. Dr. Mamta Arora highlighted about HR Analytics course. Later Dr Mamta Arora, TIC and convenor, briefly explained about the commerce Department, its working and different courses introduced by commerce department such as Digital Marketing, Entrepreneurship, Data Analytics and HR Analytics. After this, the college Principal Dr. K.C Singh addressed the gathering and was very grateful to all for such great initiative for the student’s skills development and looking forward for more opportunities like this for students. Next, Dr. Sunil Bhudiraja gave some of his insight about the course and his experience as a resource person. Furthermore, few of his students shared the positive feedback about the HR Analytics and how this course transformed things in their life.

Lastly, certificate and folders were distributed to the organising teaching members, resource person and participants by principal and chief guest. Dr. S. Venkata Kumar, superannuated


teacher from commerce department also shared his thoughts about the course and wish the add-on course committee to expand this course to next level in the coming semester. The valedictory ceremony was concluded by vote of thanks by Dr. Neha Singhal and brunch was provided to all with tea and coffee.



 **SRI VENKATESWARA COLLEGE** 
NAAC Grade A+
DEPARTMENT OF COMMERCE
cordially invites you to the
VALEDICTORY CEREMONY OF ADD ON COURSE
ON
“HR ANALYTICS”

**VENUE: NEW SEMINAR HALL,
DURGABAI DESHMUKH BLOCK, SVC**

09:30 AM ONWARDS

FOLLOWED BY BRUNCH 

NOVEMBER
06
2023

(Valedictory invite)



(Ms. Mohini Yadav anchoring the Ceremony)



(Felicitation of Resource Person)



(Dr. Mamta Arora, TIC, gives insight about commerce department)



(Prof. (Dr.) K.C. Singh, principal, addressing the audience)



(Resource person addressing the crowd)



(Student sharing his Feedback on HR Analytics course)

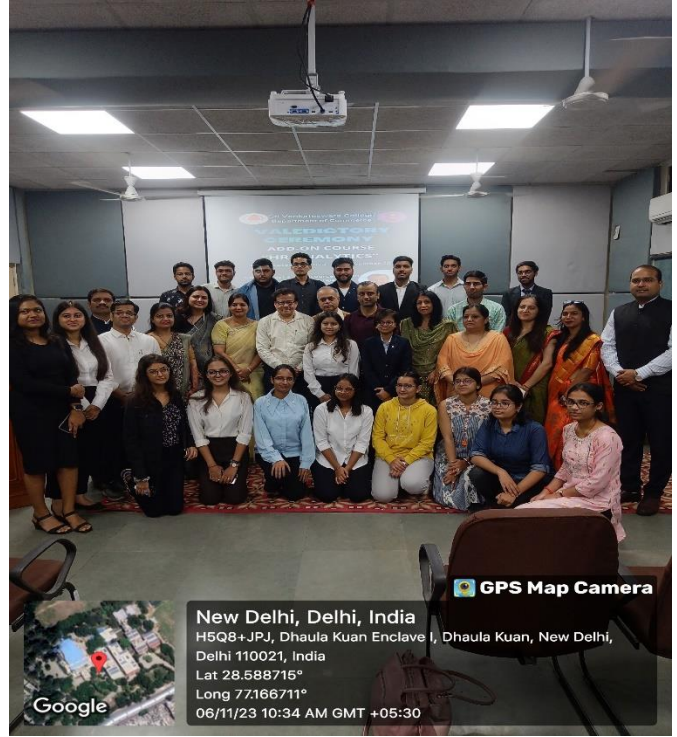


(Distribution of Certificate to teacher members and qualified Students of HR analytics Course)





(Brunch after the Valedictory Ceremony)



*(Group Photo with all the teachers,
Qualified students and chief guest)*

Attendance of Valedictory Ceremony



Tirumala Tirupati Devasthanams
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Sri Venkateswara College
 (University of Delhi)
 NAAC Grade A+

ATTENDANCE SHEET

TITLE OF THE EVENT: VALEDICTORY CEREMONY OF ADD-ON COURSE – “HR ANALYTICS”

DATE OF THE EVENT: 6TH NOVEMBER 2023

NAME OF THE DEPARTMENT/ SOCIETY: DEPARTMENT OF COMMERCE

NAME OF THE EVENT COORDINATOR: DR. MAMTA ARORA & MRS. MOHINI YADAV

S.NO.	NAME OF THE STUDENT	ROLL NO. OF THE STUDENT	COURSE AND YEAR	SIGNATURE
1	Alaman Kamsa		B.B.A - 2nd yr	Alaman
2	SIDHARTH		B.com (H) III	Sid
3	Pravasi Aggarwal	0922002	B.com (P)	Pravasi
4	Tushar Choudhary	0922035	B.com (P)	Tushar
5	NEEL BATRA	0921172	B.com (P)	Neel
6	Asmita Joshi	0921113	B.com (P)	Asmita
7	Mamteswari Kulk	0921140	B.com (P)	Mamteswari
8	Sudaksha	1221042	B.Sc (H)	Sudaksha
9	Kritika Sharma	1221020	B.Sc (H) Biochem.	Sharma
10	Nikita Ghosh	1422010	B.Sc (H) Botany	Nikita
11	Shambhavi	0923028	B.com (LP) 1 st yr	Shambhavi
12	Rivam Dibom	0923403	B.com (P) 1 st yr	Rivam
13	Govind Kumar	0923407	B.com (P) 2 nd yr	Govind
14	ANIKET	230110000373	MBA 5 th sem	Aniket
15	Ananya Kapoor	2K21/HRM/11	B.A. (Voc) HRM 3 rd yr	Ananya
16	Ahtesh Pandey	2K21/HRM/38	B.A. (Voc) HRM 3 rd yr	Ahtesh
17	Aayushi	2K21/HRM/01	B.A. (Voc) HRM 3 rd yr	Aayushi
18	Jshika	0121222	B.A. Prog.	Jshika
19	Aneeka Aggarwal	2021381	B.com (Hons)	Aneeka
20	Shubham Das	1121095	B.Sc (Life Sciences)	Shubham



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ATTENDANCE SHEET

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NAME OF THE DEPARTMENT/ SOCIETY: DEPARTMENT OF COMMERCE

NAME OF THE EVENT COORDINATOR: DR. MAMTA ARORA & MRS. MOHINI YADAV

S.NO.	NAME OF THE TEACHER	SIGNATURE
1.	Anjima Sharma	Anjima
2.	Dr. Vinod Kumar	Dr. Vinod Kumar
3.	Dr. Alcha Singhal	Alcha
4.	Aashish Jain	Aashish
5.	Dr. Neelu Kishwaha	Neelu
6.	Dr. M. Ramesh Babu	M. Ramesh Babu
7.	Dr. Anita Kaur	Anita
8.	Arit Singh	Arit Singh
9.	SUNITA CHABRA	Sunita Chabra 9.6/11/23
10.	DR. M. DEVENARA	M. Devenara
11.	Mohini Yadav	Mohini

PARTICIPANT DETAILS

#	Name	Course Name	Sem	Institute	Designation	Gender
1	Aastha Sachdeva	BA Economics honours	5	Sri Venkateswara College, University of Delhi	Student	Female
2	Aayushi	B.A. in Human Resource Management	5	College Of Vocational Studies, University of Delhi	Student	Female
3	Aniket	MBA	1	Atal Bihari Vajpayee School Of Management and Entrepreneurship, JNU, New Delhi	Student	Male
4	Anshika aggarwal	B.Com (Hons)	5	Vivekananda College, University of Delhi	Student	Female
5	Anshika Gupta	BBA	3	Institute of Management and Studies	Student	Female
6	Anshika Neeraj	BBA	3	IMS Noida	Student	Female
7	Asmita Joshi	B.Com.(P)	5	Sri Venkateswara College, University of Delhi	Student	Female
8	Divyam Grover	B.Com (Hons)	3	Sri Guru Gobind Singh College Of Commerce, University of Delhi	Student	Male
9	Govind kumar	B.Com.(P)	1	Sri Venkateswara College, University of Delhi	Student	Male

10	Harshita Milvaniya	B.Com (Hons)	5	Indraprastha College for Women, University of Delhi	Student	Female
11	Hitesh pandey	B.A (Vocational Studies) Human Resource Management	5	College Of Vocational Studies, University of Delhi	Student	Male
12	Ishika	Ba programme, economics and Mathematics	5	Sri Venkateswara College, University of Delhi	Student	Female
13	Khushi Bhupesh	B.Com (Hons)	3	Sri Venkateswara College, University of Delhi	Student	Female
14	Kritika Sharma	B.Sc Hons biochemistry	5	Sri Venkateswara College, University of Delhi	Student	Female
15	Manasvani Koul	B.Com.(P)	5	Sri Venkateswara College, University of Delhi	Student	Female
16	Naman kamra	Bachelor in Business Administration	3	Delhi School of Professional Studies and Research	Student	Male
17	Neel Batra	B.Com.(P)	5	Sri Venkateswara College, University of Delhi	Student	Male
18	Nikita Ghosh	B.Sc (H) Botany	3	Sri Venkateswara College, University of Delhi	Student	Female
19	Paavni Aggarwal	B.Com.(P)	3	Sri Venkateswara College, University of Delhi	Student	Female
20	Poorti Srivastava	B.Com (Hons)	5	Sri Venkateswara College, University of Delhi	Student	Female
21	Ram Gopal Chawla	B.Sc. Statistics (Hons)	1	Sri Venkateswara College, University of Delhi	Student	Male
22	Ruvam Dibom	B.Com.(P)	1	Sri Venkateswara College, University of Delhi	Student	Female
23	Shambhavi	B.Com.(P)	1	Sri Venkateswara College, University of Delhi	Student	Female
24	Shirin Dutt	B.A. Programme (Economics and political science)	5	Sri Venkateswara College, University of Delhi	Student	Female
25	Shubham das	Bsc Life sciences	5	Sri Venkateswara College, University of Delhi	Student	Male
26	Sidharth	B.Com (Hons)	5	Motilal Nehru College, University of Delhi	Student	Male
27	Srishti Saini	B.Com (Hons)	3	Sri Venkateswara College, University of Delhi	Student	Female
28	Sudiksha Uppal	Bsc (H) Biochemistry	5	Sri Venkateswara College, University of Delhi	Student	Female
29	Tushar Choudhary	B.Com.(P)	3	Sri Venkateswara College, University of Delhi	Student	Male
30	Vansh Kukreja	B.Com.(P)	1	Sri Venkateswara College, University of Delhi	Student	Male
31	Zaara Sharma	BA (H) Sociology	3	Sri Venkateswara College, University of Delhi	Student	Female

32	Ishika	B.Com.(P)	1	Sri Venkateswara College, University of Delhi	Student	Female
33	Ananya Kapoor	B.A (Voc) Human Resource Management	5	College Of Vocational Studies, University of Delhi	Student	Female
34	Tanya Agrawal	B.Com.(P)	5	Sri Venkateswara College, University of Delhi	Student	Female
35	Nikhil Singh	BA program (economics+com merce)	1	Shaheed Bhagat Singh College, University of Delhi	Student	Male
36	Dr. Arpita Manchanda	NA	NA	Assistant Professor at Maharaja Agrasen Institute of Management Studies, GGSIPU	Faculty	Female

PARTICIPANT ATTENDANCE

#	Name	Roll number	16-09		17-09		23-09		24-09		30-09		01-10		07-10		08-10		14-10		15-10		21-10		22-10		28-10		29-10		04-11			
			1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2		
1	ISHIKA	HRA/202 3/01	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
2	TUSHAR CHOUHD ARY	HRA/202 3/02	P	P	P	P	P	P	P	P	P	P	P					P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
3	TANYA AGRAW AL	HRA/202 3/03	P	P			P	P	P			P	P	P	P	P	P			P	P			P	P			P	P	P	P	P		
4	PAAVNI AGGAR WAL	HRA/202 3/04	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
5	ARPITA MANCH ANDA	HRA/202 3/05	P	P			P	P				P	P																P	P				
6	SHIRIN DUTT	HRA/202 3/06	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
7	NEEL BATRA	HRA/202 3/07	P	P	P	P			P	P			P	P			P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
8	ANSHIK A AGGAR WAL	HRA/202 3/08	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
9	SHAMBH AVI	HRA/202 3/09	P	P			P	P	P	P	P	P	P	P	P			P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
10	ANSHIK A NEERAJ	HRA/202 3/10	P	P	P	P	P	P	P			P	P			P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
11	DIVYAM GROVER	HRA/202 3/11	P	P	P	P			P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
12	VANSH KUKREJ A	HRA/202 3/12	P	P			P	P			P	P																	P	P				
13	KHUSHI BHUPES H	HRA/202 3/13	P	P					P	P			P	P															P	P				
14	SRISHTI SAINI	HRA/202 3/14	P	P	P	P	P	P	P																					P	P			
15	ASMITA JOSHI	HRA/202 3/15	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
16	KRITIKA SHARMA	HRA/202 3/16	P	P	P	P			P	P			P	P	P			P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
17	MANASV ANI KOUL	HRA/202 3/17	P	P	P	P	P	P	P	P	P	P	P			P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
18	GOVIND KUMAR	HRA/202 3/18	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
19	ANSHIK A GUPTA	HRA/202 3/19	P	P	P	P	P	P	P	P	P	P	P	P	P			P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P

15	ASMITA JOSHI	HRA/2023/15	8	8	68	✓
16	KRITIKA SHARMA	HRA/2023/16	5	8	65	✓
17	MANASVANI KOUL	HRA/2023/17	7	8	68	✓
18	GOVIND KUMAR	HRA/2023/18	10	AB	69	✓
19	ANSHIKA GUPTA	HRA/2023/19	8	9	70	✓
20	POORTI SRIVASTAVA	HRA/2023/20	8	9	70	✓
21	RAM GOPAL CHAWLA	HRA/2023/21	AB	AB	AB	X
22	RUVAM DIBOM	HRA/2023/22	8	9	70	✓
23	SUDI KSHA UPPAL	HRA/2023/23	8	9	70	✓
24	AASTHA SACHDEVA	HRA/2023/24	3	0	AB	X
25	ZAARA SHARMA	HRA/2023/25	7	6	65	✓
26	SHUBHAM DAS	HRA/2023/26	8	8	70	✓
27	NAMAN KAMRA	HRA/2023/27	9	10	72	✓
28	SIDHARTH	HRA/2023/28	10	0	68	✓
29	NIKHIL SINGH	HRA/2023/29	4	AB	AB	X
30	ANIKET	HRA/2023/30	6	8	65	✓
31	HARSHITA MILVANIYA	HRA/2023/31	AB	AB	AB	X
32	AA YUSHI BINDAL	HRA/2023/32	7	6	65	✓
33	HITESH PANDEY	HRA/2023/33	9	10	70	✓
34	ANANYA KAPOOR	HRA/2023/34	8	7	70	✓
35	ISHIKA GARG	HRA/2023/35	7	2	69	✓
36	NIKITA GOSH	HRA/2023/36	6	8	68	✓

CERTIFICATE FORMAT



 **SRI VENKATESWARA COLLEGE** 
(UNIVERSITY OF DELHI)
DEPARTMENT OF COMMERCE

CERTIFICATE OF COMPLETION

THIS IS TO CERTIFY THAT
[REDACTED]

pursuing **[REDACTED]** from **[REDACTED]**
has successfully completed the Add-on course on “HR Analytics” organised
by Department of Commerce, Sri Venkateswara College, University of Delhi
from 16th September to 6th November, 2023.

Ms. Mohini Yadav
Convenor

Dr. Mamta Arora
Teacher-In-charge

Prof. (Dr.) K. C. Singh
Acting Principal

FEEDBACK ANALYSIS

Link: <https://forms.gle/5Z7xcLEd8gZt1hEcA>

Add-on feedback form

Dear Students!!!

We are pleased that you have spent your valuable time in pursuing Add-on course on "HR Analytics" organized by Department of Commerce, SVC, University of Delhi. We shall be thankful, if you can spare some of your time to fill up this feedback form and give us your valuable suggestions for further improvement of our offering.

Email *

Short answer text

Name of the Student *

Short answer text

Contact Number *

Short answer text

Name of the Course (B.A./[B.COM/B.SC](#)) *

Short answer text

Name of the Parent Institution (College Name) *

Short answer text

Teaching and learning process in the Add-on was [⋮] *

- Excellent
- Very Good
- Good
- Fair
- Poor

Content covered by resources persons was *

- Excellent
- Very Good
- Good
- Fair
- Poor



Duration of the course was *

- Sufficient
- Insufficient

Timing of the classes *

- Excellent
- Very Good
- Good
- Fair
- Poor




Grievance Redressal *

- Excellent
- Very Good
- Good
- Fair
- Poor

Involvement of Teachers *

- Excellent
- Very Good
- Good
- Fair
- Poor

Overall course rating that you would like to give * 

- Excellent
- Very good
- Good
- Fair
- Poor

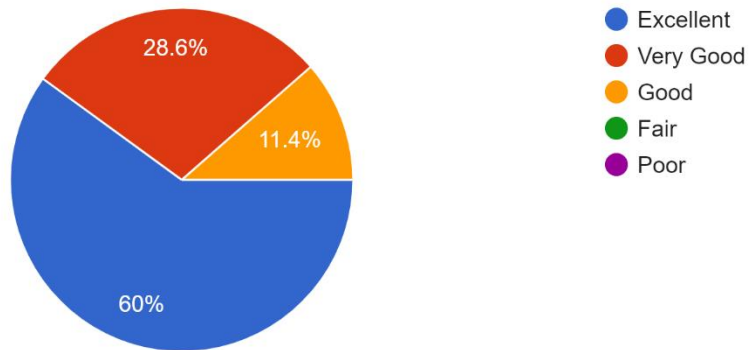
Any Suggestion *

Short answer text

Analysis

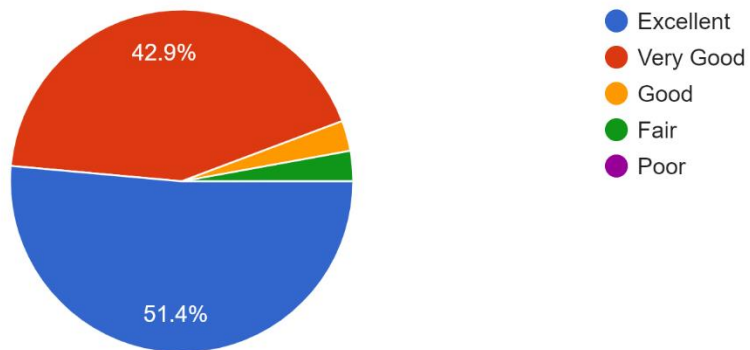
Teaching and learning process in the Add-on was

35 responses



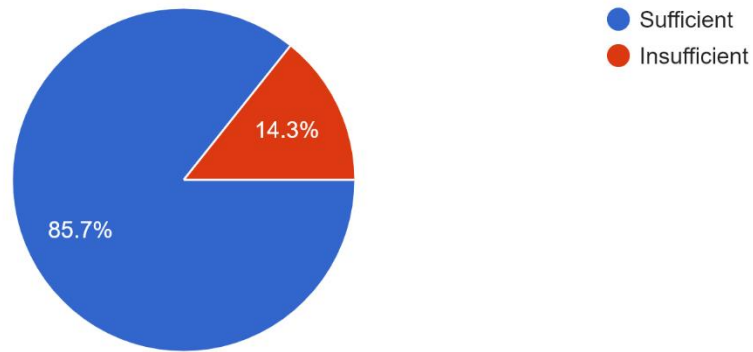
Content covered by resources persons was

35 responses



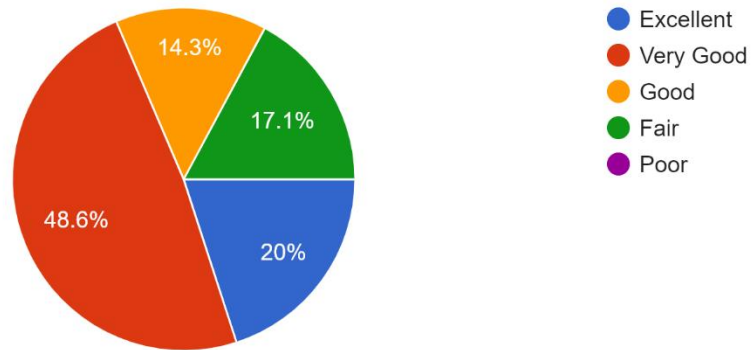
Duration of the course was

35 responses



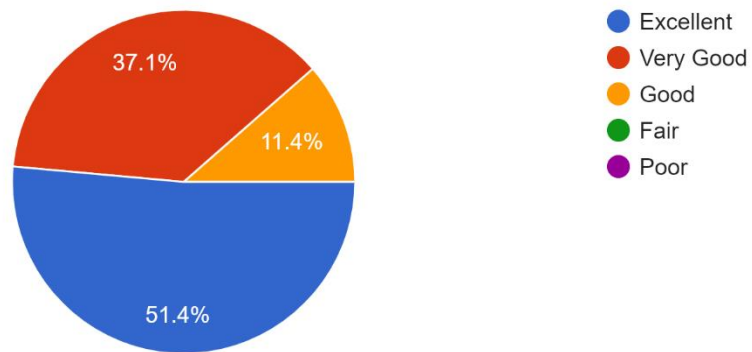
Timing of the classes

35 responses



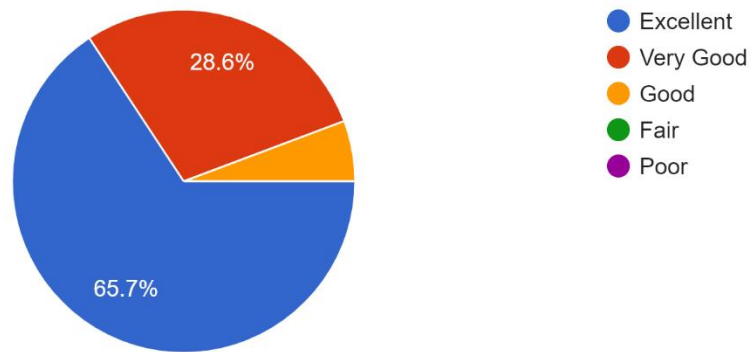
Grievance Redressal

35 responses



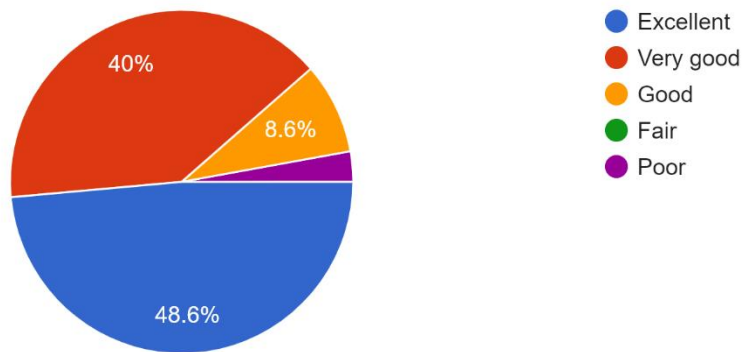
Involvement of Teachers

35 responses



Overall course rating that you would like to give

35 responses



NOTICE & PERMISSION



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Sri Venkateswara College
(University of Delhi)
NAAC Grade A+

PERMISSION FOR ORGANIZATION OF EVENTS

NOTE: 1. Please ensure that the completion certificate of the event is physically signed by the Convener of the event, IQAC Coordinator and Principal after the event report is made.
2. Please ensure a pre booking of the venue before getting the permission letter signed.
3. A copy of this duly filled form signed by the TIC/ Convener and Principal shall be submitted to ICT sysadmin@svc.ac.in, Caretaker sandeeppluthra@svc.ac.in, IQAC Coordinator iqac@svc.ac.in, Dr. Arpita Kaul arpita@svc.ac.in for commerce, NSS, NCC, EOC, Empathise, Placement and Sports events, Dr. Urmi urmi.b@svc.ac.in for humanities events, Dr. P. Jayaraj jayaraj@svc.ac.in for sciences events. (Mails mentioned in SOP) and Dr. Nagendra Kumar Kalaparathi nkalaparathi@svc.ac.in , for IQAC/ NAAC criteria 1-7.

EVENT DETAILS

1. Name of the Department/Society /Association: Commerce Department
2. Name of the TIC/Convener (if any): Dr. Mamta Arora (TIC/Convener), Mrs. Mohini Yadav (Convener)
3. Nature of Event: Add-on Course
4. Participants: Student-centric
5. Event Type: Online
6. Collaborating Agency /Organization: NA
7. Proposed Title of the Event: Add-on Course on "HR Analytics"
8. Tentative List of Speakers with affiliations: Dr. Sunil Budhiraja (Assistant Professor, School of Management and Labor Studies, Tata Institute of Social Sciences, Mumbai)
9. Date, Time from to: 16th September – 6th November 2023
10. Financial Assistance/ Funding received (if any): NA
11. Proposed Budget (please attach details in a separate enclosure): Annexed with application
12. Faculty responsible for Geo Tagged Pictures: Dr. Neha Singhal, Mr. Ajit Singh
13. Faculty responsible for Event Report: Mrs. Mohini Yadav
14. ICT support required, if any (ICT Lab, Laptop, LCD projector): Laptop, LCD projector) for Valedictory Ceremony on 6th November 2023

15. Caretaker support required (tables, chairs, public addressing system, sanitation, manpower assistance): Lamp

16. Room requirement (Seminar/ any other) New Seminar Hall, Durgabai Deshmukh Block for Valedictory Ceremony on 6th November 2023

Mamta Ansa
17/8/23
Name & Signature of TIC/Convenor

Mohini
17/8/23

C. Gulabady
Signature of Principal

Date: 17/8/2023

Date: 17/8/2023

SRI VENKATESWARA COLLEGE

(University of Delhi)

Benito Juarez Road, Dhaula Kuan, New Delhi- 110021

Convener: Dr. Mamta Arora and Ms. Mohini Yadav

Course Duration:

Fee Structure: Rs. 3,000/- (including Rs. 200 for registration, non-refundable)

Eligibility: Under-graduate students of all streams are eligible. Selection of the participants will be on first come first basis. Certificates shall be awarded based on the assessment.

For registration: Mr. Ashish , for billing : Mr. Mohit

Highlights of the Add-on Course

- Interactive hands-on delivery of the session
- Every session is supported with demos and practical set of data
- Every session will have business examples and implementation aspects
- Implementation based on Case study method to apply

For Admission related queries, please contact

Dr. Mamta Arora

+91 9811222984

TIC/Course Convener

Mamta Arora
17/8/23

Principal

C. Shukla
17/8/23

Mrs. Mohini Yadav

+91 7838445490

Course Convener

Mohini
17/8/23

POSTER

Link on college website: http://svc.ac.in/SVC_MAIN/Notice/Notice2023/Add-on%20course%20HR%20Analytics.pdf

Sri Venkateswara College
Department of Commerce

Organizing
Add on Course
on
HR Analytics

From
16th September-6th November, 2023
(Classes will be held on Saturdays & Sundays)

- Open to all undergraduate students
- Classes will be online
- Selection on first-cum-first serve basis
- Certificates shall be awarded based on the assessment

Key Speaker

Dr. Sunil Budhiraja
Assistant Professor
School of Management and Labour Studies
Tata Institute of Social Sciences, Mumbai

Hurry Up
Limited Seats
Available

Highlights

Lecture by expert

Interactive hands-on delivery of the session

Every session is supported with demos and practical set of data

Every session will have business examples and implementation aspects

Implementation based on Case Study method to apply



Fee of the Course: RS. 2800 + RS.200 (Non-Refundable Registration Fees)

The candidate fulfilling the eligibility criteria as specified above may submit the online pre-admission form on the following link:

<https://www.svc.ac.in/form/reg.php>



****Note:** The candidate pursuing the Add-On Course or some other course(s) from the University of Delhi or any other University simultaneously may note that the college does not take any responsibility for adjustment of dates for classes/examination.

Patron

Prof. C. Sheela Reddy (Principal, SVC)

Conveners

Dr. Mamta Arora (TIC & Associate Professor, Department of Commerce, SVC)
Ms. Mohini Yadav (Assistant Professor, Department of Commerce, SVC)

Organizing Team

Dr. Neha Singhal (Assistant Professor, Department of Commerce, SVC)
Mr. Ajit Singh (Assistant Professor, Department of Commerce, SVC)
Mr. Aashish Jain (Assistant Professor, Department of Commerce, SVC)
Ms. Antima Sharma (Assistant Professor, Department of Commerce, SVC)
Dr. Neetu Kushwaha (Assistant Professor, Department of Commerce, SVC)

*For admission related queries, please contact Ms. Mohini Yadav at
mohini.yadav@svc.ac.in

(Contact No: +917838445490)

EVENT COMPLETION CERTIFICATE



Tirumala Tirupati Devasthanams

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Sri Venkateswara College

(University of Delhi)

NAAC Grade A+

CERTIFICATE

This is to certify that Add-on course on HR Analytics was successfully conducted from Sep 16, 2023 – Nov 6, 2023 by Add-on course Committee, Department of Commerce in the Online mode and its event report has been submitted to IQAC for records.

Mohini

Event In-Charge

[Signature]

IQAC Coordinator

Coordinator, IQAC
Sri Venkateswara College
(University of Delhi)
Dhaura Kuan, New Delhi-110021

[Signature]

Principal

PRINCIPAL (Acting)
Sri Venkateswara College
(University of Delhi)
Dhaura Kuan, New Delhi-110021