



# **Symbiosis Institute of Business Management, Hyderabad**



**Symbiosis International (Deemed University), Pune**



**Guest Lecture by  
Mr. K. J. A. Swarup  
Former General Manager, ITC Limited PSPD**

**Topic:- “HR Analytics”**

**Date:- July 16, 2019**

On July 16, 2019, HR specialization students of Symbiosis Institute of Business Management, Hyderabad had the privilege of getting to learn one of the most sought-after tool namely HR Analytics. Put simply HR Analytics are sophisticated reports using stored people's data. The Guest Lecture was delivered by Mr. K. J. A. Swarup, Former General Manager, ITC Limited PSPD and the event was attended by the Human Resources Specialization students of Batch 2018-20.



By using a data set he nicely explain how HRM's can provide strategic and even predictive insights that can be used to guide the business strategy.

The students were then given a demonstration on how to apply the HR Analytics to a given data set and know for themselves how the dashboard consisting of graphs, pictures etc., that is generated, could be used for decision making.

Students were asked to make decisions and make necessary employee profiles by working on data sets on Compensation and Performance Management Systems of a company called Verizon. Students were also taught how to visually present the derived information in a presentable manner.



***Group photo with guest Mr. Swarup and SIBM Faculty Members & SIBM (HR) students***

The guest lecture proved to be quite useful to the students, as they could appreciate and understand use of HR Analytics using data set for effective decision making. So overall the session was quite enriching and students interacted with the guest faculty and got clarified their doubts.