

## NIPM Western Region Conference, Pune – 2017

21<sup>st</sup> and 22<sup>nd</sup> April 2017

Venue: Hotel Sheraton Grand Pune Bund Garden Hotel, Raja Bahadur Mill Road, Pune- 411001

THEME: Championing HR Excellence towards Business Growth



### SESSION 3 THEME: WHAT HR ANALYTICS SERVES YOU THE BEST

#### Speakers:

**Mr. Shahvir Irani (GM – Talent Strategy and Analytics- Accenture India, Bangladesh & Sri Lanka)**

**Mr. Ashish Kapoor (Director HR, Eaton Corp. Pune)**

#### Synopsis:

Mr. Shahvir Irani talked on what analytics is & how real it is? According to him Analytics is systematic analysis and collection of data and making sense of it with goal of improvement and said that it is hypothesis based to data based consulting. After this he discussed why we need analytics for HR and also the evolution of human resource. As the size of organizations increase its will need hr analytics- to make the right decisions, to source the product i.e. it reaches the right place at right time and supply chain of hr analytics – right analytics to make it accurate to deliver it with impact. Later he discussed about what our business needs? Do we recognize all our employee touch points? Can we bring something more out of the same data? Can we tie up some more data? And said Analytics is the key to all.

He talked about the Importance of HR analytics and told that Why we need HR Analytics?

He quoted that “If you torture the data enough, it will confess... to anything.”

He said that there needs to be a Sense of belongingness within employees. As the artificial intelligence is developing, the world is running very fast and transformations are taking place, one need quick results and complete focus on business.

Credits : Synoptic Notes of the Conference done by Summer intern at Bharat Forge Ltd namely ,  
Lakshay Sharma (IBS, Hadapsar) / Suruchi Sudame (IBS, Hadapsar) / Shreya Chauhan (IBS, Hadapsar) /  
Prachi Deshmukh (IBS, Hadapsar) & Vijayalakshmi yadav (SIMS, Khadki)