

upGrad



भारतीय प्रबंध संस्थान कोषिककोड
Indian Institute of Management Kozhikode
Globalizing Indian Thought

Professional Certificate Programme in HR Management and Analytics

6 Months | Online (📺)



Better Businesses with Better People

About IIM-Kozhikode

Started in 1997 with its Post Graduate Programme (PGP), the Indian Institute of Management Kozhikode (IIMK) is on a high growth trajectory today, **offering the widest range of academic programmes in the field of management education**. These include Fellow Programmes in Management, Executive PG Programmes, Management Development Programmes, and Faculty Development Programmes.

IIMK set up a Satellite campus at Infopark, Kochi, in 2013, dedicated to **Executive Education**. IIMK also has the unique distinction of launching a **PhD (Practice Track) programme for working professionals** besides bringing in new dynamic courses in **Women Leadership**, a one-year Post Graduate Programme in Business Leadership (2019), MBA in Finance, and MBA in Liberal Studies & Management (2020). The institute is also home to **IIMK LIVE**, a **first-of-its-kind startup incubation programme**, and the Indian Business Museum.

IIM Kozhikode also made its debut in the prestigious **Financial Times Rankings in 2023** and was recently **ranked #70 among the top 80 open-enrolment executive program** providers globally for the year 2024. The feat has further consolidated the 28-year IIM's footing in an exclusive list of the **world's foremost providers of executive education**.

The institute had also entered the **global top 100 at Rank #68 for FT Masters in Management (MIM) 2024 Rankings**, for its full-time MBA programme. IIM Kozhikode has successfully delivered close to 1300 MDP programmes over the past two decades, training more than 41,000 participants from 150+ organisations, which also includes several Fortune 500 companies in the process.



About upGrad

upGrad is India's largest online higher education company with a learner base of **1 Million+ across 85+ countries.**

upGrad provides online programs in the areas of Data Science, Machine Learning and AI, Technology, Management, Marketing and Law to college students, working professionals and enterprises. These programs are designed and delivered in collaboration with top-notch universities like **IIM Kozhikode, IIT Madras, IIIT Bangalore, Duke CE, Michigan State University, Deakin University, Liverpool John Moores University and others.**

Having ranked #1 in LinkedIn's Top Startups in India 2020 and having been awarded the title of 'Best Tech for Education' by IAMAI in 2019, upGrad was among the Top 50 fast growing companies list by Financial Times.

Now having identified Human Resources as one of the sectors with critical demand supply imbalance in terms of quality professionals available in the market, upGrad and IIMK's vision is to deliver the best in class **Professional Certificate Programme in HR Management and Analytics** to empower professionals from all fields to apply the concepts of HR Management and Analytics and take up the next generation technology-driven roles in top IT, Tech, E-commerce, Banking, Product and Services Firms.



“

**Our aim is simple:
We strive to create
high-impact, hands-on
experiences that will prepare
you for an aspirational career
and empower you to be the
leader of tomorrow. ”**

Ronnie Screwvala,

Co-founder and Executive Chairman

upGrad

Contents

- What's Trending in HR?
- Programme Highlights
- Case Studies by PwC Academy
- AI-integrated Curriculum
- Who will Benefit from this Programme?
- Certificate
- The upGrad Advantage
- The upGrad Experience
- Programme Curriculum
- Meet the Faculty
- Selection Process

What's Trending in HR?



AI & Generative AI transforming HR operations



People Analytics driving evidence-based decisions



Employee well-being redefined with holistic support



Skills-first approach to hiring & development



Hybrid & flexible work models becoming mainstream

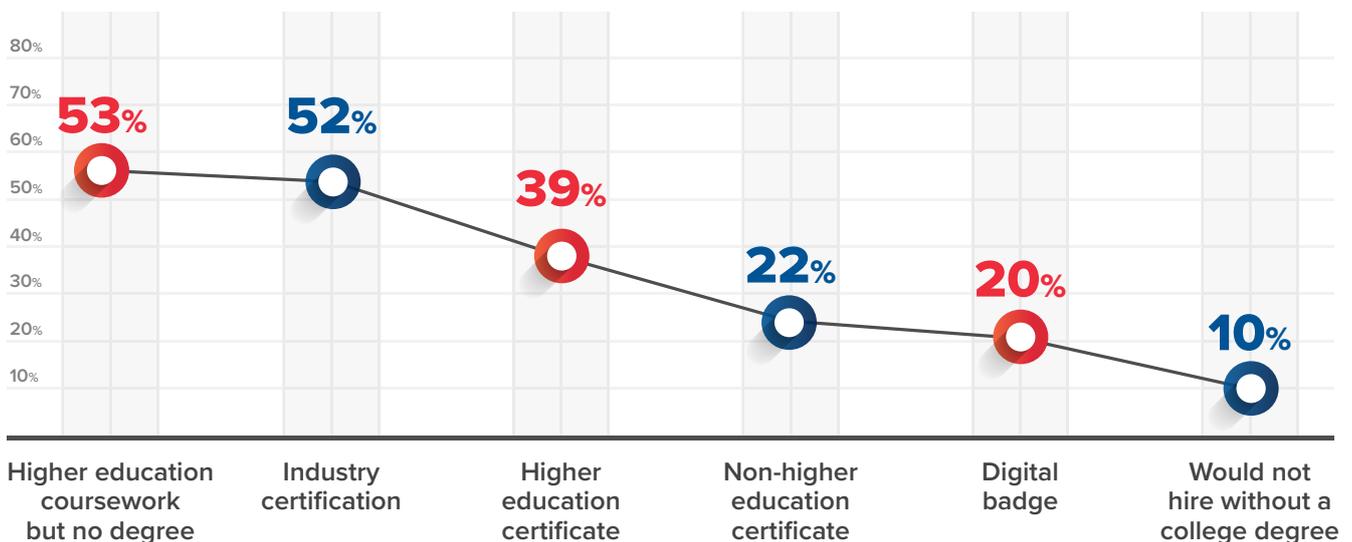


DEI (Diversity, Equity & Inclusion) at the core of business strategy

■ Skill Based Credentials > Conventional Credentials

More companies are piloting skill based hiring rather than looking only at a candidate's credentials. They now realise tapping into new sources is more important than ever. According to Glassdoor, Apple, Bank of America, Google, and Nordstrom will now consider candidates without a college degree as a requirement.

Would you hire someone who has the following in place of a college degree?



■ What does it pay to be an HR Manager in India?

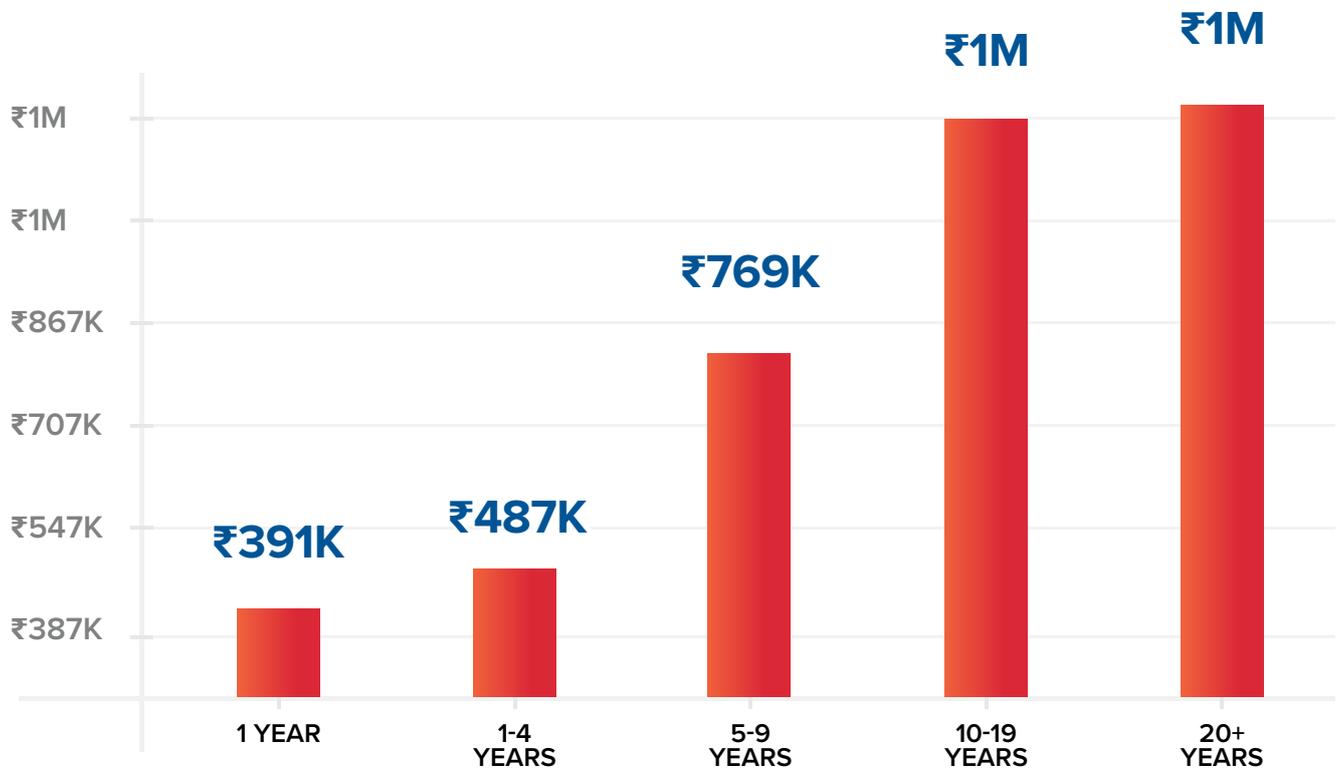
'8,32,500 / year

Avg. Base Salary



Based on 22,64 salary profiles

■ Pay by Experience Level for HR Managers



Years of Experience	Average Total Compensation (includes tips, bonus, and overtime pay)	Count of Salaries
Less than 1 year	₹390,764	219
1-4 years	₹487,639	454
5-9 years	₹769,011	789
10-19 years	₹1,060,092	963
20 years and more	₹1,175,916	NA

Programme Highlights

A great vision without great people is always irrelevant. Stepping into the **Professional Certificate Programme in HR Management and Analytics**, you will be introduced to difficult concepts of Human Resource Management and Analytics in a simple format with a special emphasis on real world business applications.



IIM Kozhikode - #3

among Management Institutes in India as per the NIRF Rankings 2025.



World-Class Faculty Members

and the best in the field of Human Resource Management & Analytics.



Industry Projects

offering solutions to real world industry problems.



Certification from IIM Kozhikode

on successfully completing the programme.

Programme Details

Start Date:

Please refer to the [website](#) for the programme start date

Duration & Format:

6 Months | Online

Eligibility:

Bachelor's Degree (with 2+ years experience)

Master degree (freshers)

Tuition Fee:

Please visit the [website](#) for the most up-to-date program fees, as prices may be subject to change in the future.



Fully Online Programme

that avoids disturbing your current professional and personal life.



AI-Integrated Curriculum

designed with IIM-K faculty to blend HR fundamentals with Generative AI and Analytics applications.



Cutting-Edge HR Analytics

equipping learners with predictive and prescriptive insights for real-world HR challenges.



Power BI Proficiency - Business and Technical Mastery

Secure a verified certificate from Power BI by completing this comprehensive Power BI training.

***The Microsoft Power BI certification will be delivered independently by upGrad in collaboration with Industry experts. There won't be any IIM K faculty involvement in delivering the Microsoft Power BI certification.*

Case Studies by PwC Academy

Workforce Planning

Analyse how Pinnacle Financial Group, a leading financial services company, uses analytics-based workflow planning to expand into South India.



Recruitment Planning

Analyse how Sunlon, a global consulting firm expanding into IT management services, improves its recruitment process.



Performance Management Analysis

Analyse how Zenith Enterprises, a leading Indian conglomerate, leverages performance management analytics to drive workforce effectiveness.



Compensation & Benefits Planning

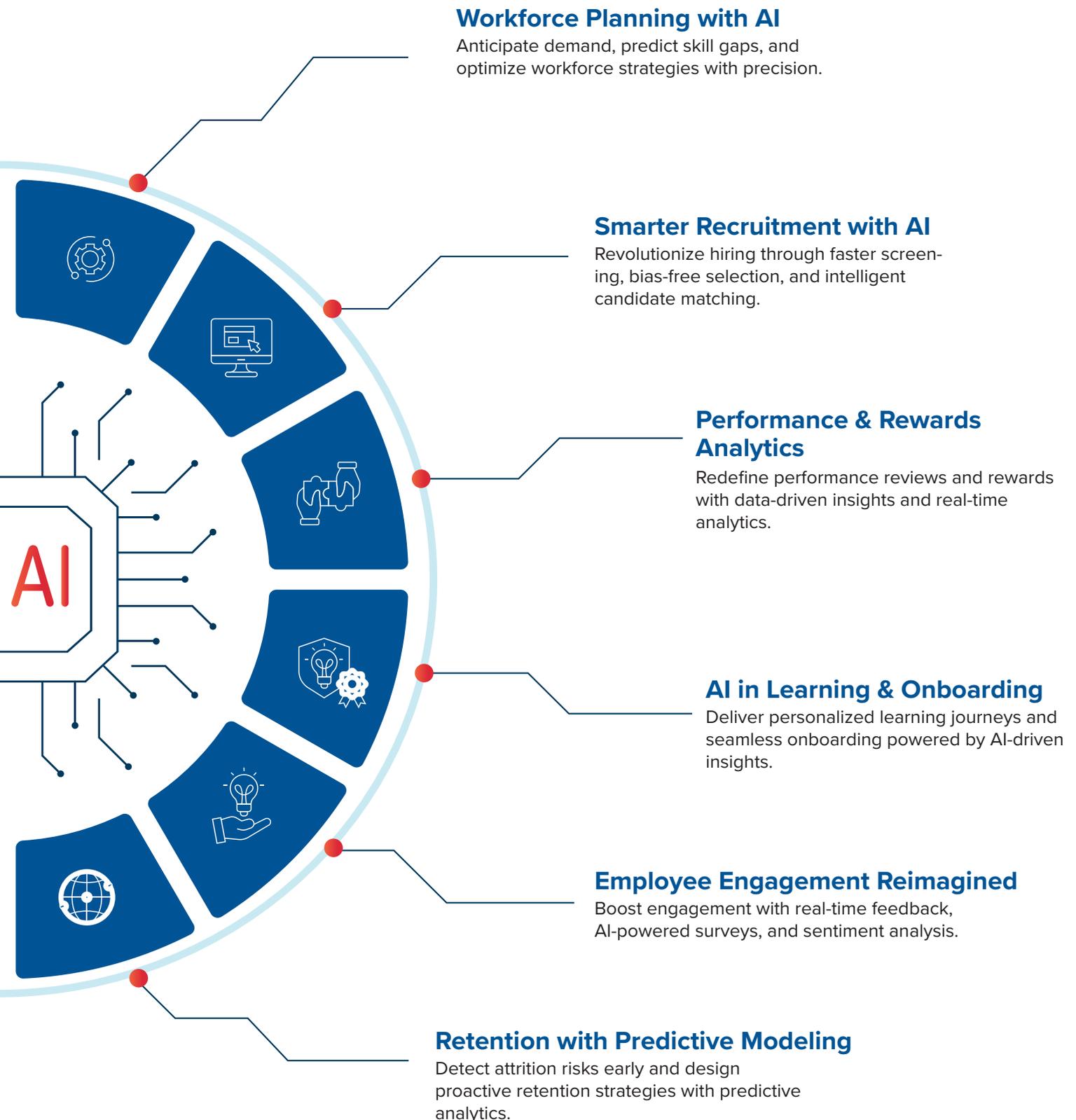
Analyse how Nova Lexis Technologies, a global tech leader, enhances talent retention through its compensation and benefits strategy.



■ Tools Covered in the Program



AI-integrated Curriculum



Who will Benefit from this Programme?

✓ If you are a



**Business, Analytics
Manager or Leader**

✓ You will benefit by

- Understanding how important HR Management related business decisions are taken in an organisation.
- Leveraging Data/Analytics to complement Management decisions.
- Deriving key insights using HR Management and Analytics to take crucial business decisions.



**Non HR Professional
Looking for Career
Acceleration**

- Learning from case studies of HR Management and Analytics.
- Accelerating your career with latest concepts in HR.
- Transitioning to a Managerial role with solutions to complex business problems.



MBA Graduate

- Learning from the 3rd Ranked Management Institute in India as per NIRF Rankings 2025.
- Understanding the importance of HR Management and Analytics across all industries.
- Starting your career with the latest curriculum in the HR domain.

Certificate



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Indian Institute of Management Kozhikode

eMDP (Asynchronous)
Program Completion Certificate



Professional Certificate Programme in HR Management and Analytics
(31 Mar 2025 - 17 Nov 2025)

Coordinator

Director



[Redacted Name]
has successfully passed all requirements for

Microsoft Certified: Power BI Data Analyst Associate

Credential ID: [Redacted]

Certification number: [Redacted]

Earned on: October 11, 2022

Expires on: October 12, 2025



Satya Narayana Nadella

✓ Online Verifiable

The upGrad Advantage



Soft Skills Modules

Work on your soft skills with access to videos on profile building till 3 years after you get your degree.



Career Webinars

Get expert guidance through existing career webinars for 3 years post graduation.



Job Opportunities Portal

Gain access to upGrad's exclusive job portal with 100+ opportunities, personalised job recommendations and more up to 3 years after graduation.



Student Support

Student Support is available 24/7. You can also write to us via studentsupport@upgrad.com or for urgent queries, use the 'Talk to Us' option on the learning platform.

2+ Million

Learners

433%

Highest Salary Hike

₹73 LPA

Highest Salary

57%

Average Salary Hike

300+

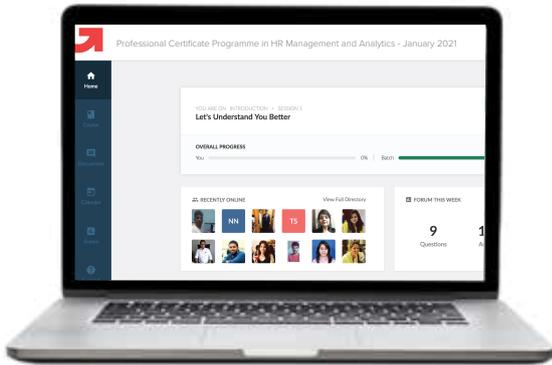
Recruitment Partners

700+

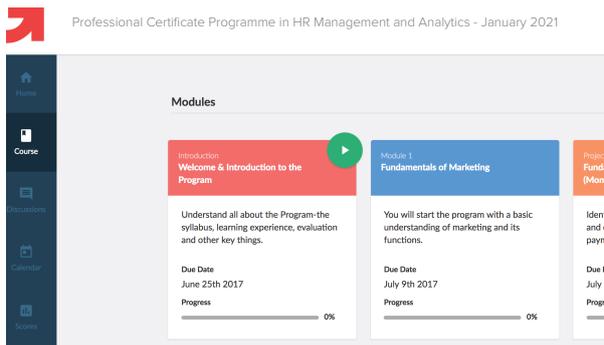
Industry Experts, Mentors to help Learners Succeed

The upGrad Experience

*Note: This is just a demo of the platform and might not be an exact reflection of this programme.



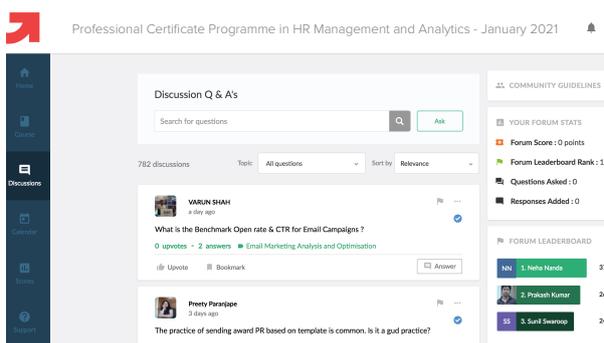
Access anytime
on the web at
learn.upgrad.com
or Mobile App



Course Overview



Calendar



Peer-to-Peer
Discussion Forum

Career Elements

Jobs on Career Centre

Career Centre to offer upGrad jobs across experience levels and CTC ranges.

- Easy apply feature for upGrad hiring partner vacancies
- Create resume at profile builder and with one click to apply for various jobs

Profile Builder (AI Powered)

Easy to use Resume, LinkedIn and Cover letter preparation tool.

- Resume Score: AI-Driven Resume Score
- Real-time recommendations
- Match your resume to the JD and check how you fit
- LinkedIn Profile Review
- Cover Letter creation

upGrad Career Fairs

- Recruitment Drive to connect you with the best talent admirers in the industry
- Get access to a wide range of opportunities and find the perfect job
- Participate in group projects and challenges with exciting rewards
- Apply your learnings to real industry problems

High-Performance Coaching

Dedicated coaches working with you to identify best suited career opportunities.

- Help you define your value proposition
- Lay out a Career Path and help you adhere to your timelines and goals
- Help you with interview preparations, finding jobs in the market, salary negotiations and other preparation as required

Personalised Industry Sessions

90-minute sessions over the weekend by leading industry experts.

- Session categories: Career, Technical and Communications
- Doubt resolution
- Develop proof of concepts and apply theoretical concepts in the real world
- Assess skill levels
- Peer Networking
- Classroom Element
- Business communication sessions, and much more

Programme Curriculum

Introduction to HR Analytics	3 Weeks	HR Practices and Benchmarking	1 Week	Workforce Planning and Talent Sourcing Analytics	2 Weeks
Talent Acquisition and Development Analytics	2 Weeks	Induction and Culture Fit - Value Congruence	2 Weeks	Talent Engagement Analytics	2 Weeks
Collaboration Analytics - Building Effective Teams	1 Week	Talent Analytics - Performance, Potential and Rewards	1 Week	Talent Retention Analytics	1 Week
Employee Wellness - Health and Safety	1 Week	Data Analysis with Power BI	4 Weeks		

Introduction to HR Analytics

Understand the basic concepts of Human Resource Management and examine the role of analytics in Human Resource Management.

- Fundamentals of HR
- Strategic Role of HR
- People Analytics - Basics
- Basics of Statistics
- Framework for Problem Solving - Define Problem, Collect Data, Build the Model, Evaluate and Critique the Model, Present Results and Benefits, Deploy Model
- Critical Stages of Talent Life Cycle
- Case Study - HR Decision Making: Issue Identification and Problem Solving

HR Practices and Benchmarking

Explore the various metrics tracked across an employee's journey.

- Understanding Important HR Metrics tracked across the Overall Employee Journey
- HR Valuations
- Benchmarking
- Dashboarding of KPIs (Tableau, Excel)
- Performance and Goal Setting
- Providing Performance Feedback

Workforce Planning and Talent Sourcing Analytics

Deep dive into the concepts of workforce planning, the steps involved and the metrics tracked.

- Workforce Planning and its Use
- Steps to Workforce Planning- Supply, Demand, Gap and Solution Analysis (Markov Chain, Scatter Plot, Trend Analysis)
- Job Analysis - Steps to come out with JD
- Types of Job Evaluation - Concepts and Metrics
- Types of Job Redesign - Concepts and Metrics

Talent Acquisition & Development Analytics

Understand the key factors that enable decision making during talent acquisition.

- Key Factors in Selection that Determine Quality of Hire
- Predicting Performance
- Measures to Track - Predictive Analysis
- Acquisition effectiveness
- Employee Training and Development Analytics

Induction and Culture Fit - Value Congruence

Explore the different types of organizational culture and the importance of value congruence.

- Understanding Organizational Culture; Types of Cultures
- Socialization Process; Stages of Onboarding
- Create an Onboarding Predictive Model
- Value Congruence

Talent Engagement Analytics

Examine the importance of employee engagement and the key drivers that affect it.

- Importance of Employee Engagement
- Major Drivers of Employee Engagement
- Employee Engagement Surveys
- Variations in Employee Engagement across Days
- Employee Engagement Levels in Teams

■ **Collaboration Analytics - Building Effective Teams**

Learn how effective teams are built and analyze the crucial role of collaboration in a team.

- What is Collaboration?; Importance of Collaboration
- Analysing Collaboration
- Organizational Network Analysis
- Intervening in Organizational Networks

■ **Talent Analytics - Performance, Potential and Rewards**

Evaluate the key factors that play a role in analysing employee performance and how rewards are considered.

- Jobs, Roles and Competencies
- Performance vs Potential - Key Decision Dilemmas
- Rewards - Key Considerations

■ **Talent Retention Analytics**

Deep dive into why employees leave organisation and explore the different strategies for talent retention.

- Why do Employees leave Organizations?
- Different Talent Retention approaches/strategies
- Measures to Track

■ **Employee Wellness - Health and Safety**

Learn about the importance of employees, the best practices involved and how analytics can be used to optimize it.

- What is Employee Wellness?; Why care about Employee Wellness?
- Employee Wellness Program Best Practices
- Using Predictive Analytics to Optimize Employee Wellness

■ **Data Analysis with Power BI - Business Intelligence**

- Enhance your analytical skills by mastering Power BI, tailored to align with business and IT requisites.
- Dive into Data Modeling & Visualization: Learn the core methods of structuring data for insightful analysis.
- Comprehensive Data Source Integration: Gain expertise in assimilating data from diverse sources, both relational and non-relational.
- Report Management & Deployment Mastery: Explore advanced techniques for distributing reports and dashboards effectively.

**The Curriculum is subject to change as per the inputs from the institute or industry experts.*

Meet the Faculty



Prof. T.N. Krishnan
Professor, IIM Kozhikode

A Fulbright Senior Fellow from the Wharton School, and a PGDM (Ag) and PhD holder from IIM Ahmedabad, Prof. Krishnan is an expert in the field of Organizational Behaviour and Human Resources. Also, he has worked as a Chairperson of Research Committee, OB&HR, Financial Risk Management at IIMK.



Prof. Prantika Ray
Assistant Professor, IIM Kozhikode

After graduating from Jadavpur University, Prof. Prantika went on to earn a PhD in Human Resource Management Area from IIM Ahmedabad. Her research area of work includes Cross Cultural Management, Generational HRM, and Future of Work.

Selection Process



Step - 1

Complete your Application

Fill out your application and submit the required details. The Admissions Committee will then review your application including your work experience and educational background.



Step - 2

Get Shortlisted & Receive Offer Letter

Upon qualifying, an offer letter will be sent to you confirming your admission to the **Professional Certificate Programme in HR Management and Analytics**.



Step - 3

Block your Seat & Begin Learning

Make a quick block payment with assistance from our loan partners where required, receive immediate access to the prep content and begin your upGrad journey.

Talk to us:



18002102020



admissions@upgrad.com