

**chrmp**<sup>®</sup>

CERTIFIED HUMAN RESOURCE  
MANAGEMENT PROFESSIONAL

# PROGRAM PLAN



# HR ANALYTICS

Certification Partner



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# About CHRMP

CHRMP – Certified Human Resource Management Professional program is a premier certification worldwide for professionals and aspirants in the field of Human Resources. The program has different levels of certification for different experience levels and specialization groups.

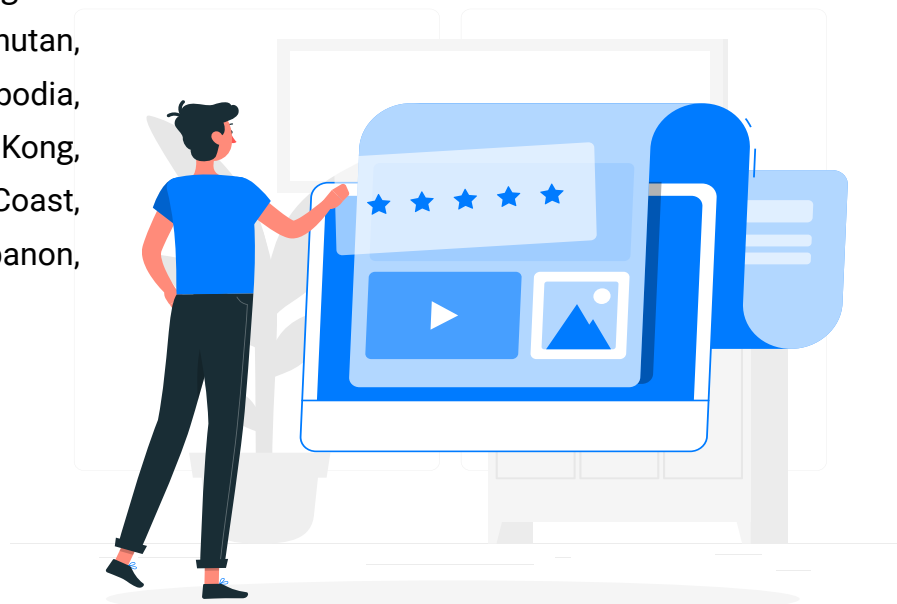
CHRMP certification program is designed and developed to cater to the dynamic domain of Human Resources comprehensively and practically. A CHRMP credential holder would have demonstrated knowledge of HR principles, awareness of the intricacies of the various functions within HR (at varying levels of depth), practical application of the concepts in real-life situations, and the ability to expand and build on their knowledge creatively.

The training courses provided are competency-based and practical and delivered by industry professionals who are consultants to Fortune 100 organizations. The pedagogy focuses on real skills which are immediately transferrable to the workplace. Various flexible and modular options are available for attending the sessions with various learning partners and training organizations.

CHRMP Certification program is highly acclaimed with certified professionals holding distinguished positions in organizations across the globe in more than 52 countries - Afghanistan, Australia, Bahrain, Bangladesh, Bhutan, Botswana, Canada, Cameroon, Cambodia, Costa Rica, Egypt, Ethiopia, Ghana, Hong Kong, India, Indonesia, Iran, Iraq, Italy, Ivory Coast, Jordan, Kazakhstan, Kenya, Kuwait, Lebanon,

Malawi, Malaysia, Maldives, Mauritius, Nepal, New Zealand, Nigeria, Oman, Pakistan, Peru, Philippines, Portugal, Qatar, Rwanda, Saudi Arabia, Singapore, Somalia, Sri Lanka, Tanzania, Thailand, Uganda, United Arab Emirates (UAE), United Kingdom (UK), United States of America (USA), Yemen, Zambia, Zimbabwe.

CHRMP Certifications are offered in partnership with Mercer Mettl.



# Course Overview

HR Analytics validates your mastery in the area. It demonstrates that you have exceptional skills in managing and running HR Analytics functions successfully in an organization. Going beyond the conceptual framework and its execution, the HR Analytics certification empowers you with implementation capabilities at strategic and execution levels.

The evaluation mechanism validates the credential holder's knowledge of the HR Analytics

functions, the relevant roles and the various activities they perform.

The pre-recorded lessons, available online, comprises learning modules that you can complete at your own pace. Each module consists of videos, quizzes and additional resources that will make learning fun and help ensure that the concepts are as simple as possible to implement in real life situations.

## HR ANALYTICS MODULE

Number of Modules: 6

Duration : 12 weeks

Virtual Classroom: Live Course

Live Interaction with Facilitator: Yes

LMS Access: Yes

Recordings Access: 1 Year

Certification: CHRMP & Mercer Mettl

Digital Certification: Yes, Blockchain Verified with Digital Badge



# What will you get?



Expert-led Virtual Sessions



1 Year LMS Access and Support



Global Certification with Mercer Mettl



Blockchain Verified Digital Credential



Capstone Project & Case Studies



Ongoing support for 12 months



Complimentary Recertification



Access to CHRMP Alumni Network

## Who Should Take This Course?

The HR Analytics certification programme is designed for professionals aspiring to fast track their careers in the world of HR Analytics through cutting edge applications. Therefore, candidates should already possess fundamental knowledge of the HR domain, interest in the field and have relevant work experience. Indeed, these are prerequisites for earning this certification.

The eligibility criteria are set to ensure that participants are ready to meet the programme challenges and pace.

This program is suitable for you if you are a graduate having an interest in HR as well as Analytics.



# HR Analytics Certification Examination

The credibility of the CHRMP certification is validated by best-in-class testing standards and delivered in partnership with Mercer Mettl. The exams are computer-based, which you can take either from the comfort of your home or from the nearest Mercer Mettl test centre. The multiple choice format exam will assess your knowledge, skills and ability to apply concepts and learnings to real life situations



## Examination

The certification exam consists of 50 multiple choice questions to be answered in 65 minutes. The questions are a mix of conceptual and practical case study type. One can take the exam at any designated Mercer Mettl Center or web proctored in the comfort of one's own home.

## Certification

Upon passing in the examination successfully, you will receive a Digital Certificate and a Digital Badge through Accredible- verified and secured with Blockchain technology.

## Digital Badge

Showcase your program accomplishment with a Blockchain Secured and Verified Digital Badge on Professional Networking sites to gain better visibility.

## Who Will You Learn From?

The virtual programme has been designed by our team of HR Professionals and consultants, who draw on rich experience from working across industries. The syllabus has been framed to enable you to learn from the comfort of your home and at the pace you find comfortable. The structure, too, has been formulated keeping in mind the experience and the qualification of participants.

You will have access to live troubleshooting and uncertainty clearing sessions with our facilitators during the course of your programme. Additional resources include our series of continuous webinars on the most relevant HR topics, which are conducted by our team of subject matter experts.



# What Will You Learn?

## 01. Introduction to HR Analytics

- ✓ Setting the context
- ✓ Gathering expectations
- ✓ Introduction to HR Analytics, People Analytics & Workforce Analytics
- ✓ HR Analytics & the Organizational Structure
- ✓ Types of Data
- ✓ HR Analytics & HRBP
- ✓ Case Discussion

## 02. HR Analytics - Tools & Models

- ✓ Understanding terminologies
- ✓ Analysis vs Analytics
- ✓ Big data
- ✓ Evidence-based HR
- ✓ Sentiment and trend analysis
- ✓ Cost modeling
- ✓ HR data warehousing
- ✓ Data integration
- ✓ Maturity Model, Capability Model, Other Models
- ✓ Dealing with data, Decision tree, Running analytics
- ✓ Case discussion - Heroes of the Taj

## 03. HR Analytics - Structure & Journey

- ✓ Methodology in HR Analytics - Choosing the right Approach
- ✓ Data analytics - Outcomes
- ✓ The analytics journey - 5 steps
- ✓ Types and levels of data used to fuel effective analytics

- ✓ Data & metrics - Driving evidence-based human capital decisions
- ✓ Human capital analytics for mining organizational data
- ✓ People Metrics -Communicating the right way
- ✓ Articulating analytical data better comprehension
- ✓ Critical Data points for efficient Support system
- ✓ Identify criteria for selecting between strategic and tactical analytics initiatives
- ✓ Creating the organizational changes required to support an HR analytics infrastructure
- ✓ Case Discussion

## 04. Talent Acquisition Analytics

- ✓ Understanding Approach - Recruitment and Talent Acquisition.
- ✓ TAA Trends
- ✓ Analytics for Efficiency, Analytics for Effectiveness
- ✓ Analytics for Impact, Implementing TA Analytics
- ✓ Data Mining
- ✓ Metrics, segmentation and impact
- ✓ TA - Questions you ask, TA - Metrics to track
- ✓ AI and Talent Acquisition Analytics
- ✓ Google - What Really Worked
- ✓ Case Discussion

## 05. Workload Analytics

- ✓ Introduction
- ✓ Organization Planning & Strategy
- ✓ Aligning HR with Organizational Planning
- ✓ HRP & Resource Planning,
- ✓ Manpower Planning
- ✓ Optimization of workforce,
- ✓ Lead Time Analysis
- ✓ Process Optimization,
- ✓ Full Time Equivalent
- ✓ Reducing Manpower Turnover
- ✓ Staggered Shift Approach
- ✓ Utilization time, Realization Time



## 06. Talent Development Analytics

- ✓ RTCA
- ✓ Data Methodology - Triangulation
- ✓ Effectiveness and Impact
- ✓ L1 and L2 feedback
- ✓ Exposure to tool - Resultslab
- ✓ Case discussion
- ✓ ROI Calculation
- ✓ Training & Attrition cost impact

## 07. Succession Planning

- ✓ Identifying Critical Roles.
- ✓ The BSC Connect
- ✓ Questions to ask
- ✓ Performance - present vs past
- ✓ Potential vs Performance charting
- ✓ Mapping key personnel with talent pool
- ✓ The 3E methodology
- ✓ Succession development with Talent Pool

## 08. Employee Engagement Analytics

- ✓ Employee lifecycle mapping
- ✓ Understanding difficult graphs
- ✓ Key applications - 2 As
- ✓ ELTV - ROI of General People Analytics
- ✓ Cost of absenteeism
- ✓ Cost of attrition
- ✓ Linking data with employee strategy
- ✓ Enhancing Employee experience
- ✓ Key Metrics for Employee Engagement
- ✓ Case Discussion - Attrition Management

## 09. Compensation Analytics

- ✓ Understanding compensation analytics
- ✓ Understanding quantifiable data
- ✓ Analytics for compensation planning
- ✓ Factors affecting Compensation & Benefits Planning
- ✓ Balancing internal equity
- ✓ Creating intelligent grade range
- ✓ Balancing external equity
- ✓ Data sources and cases - external equity
- ✓ Pay parity tool, Point plan
- ✓ Competency Scorecard
- ✓ Case Discussion - External Equity & Survey Analysis

## 10. Data & Metrics

- ✓ Statistical tools
- ✓ KPI vs metrics
- ✓ Creating metrics
- ✓ Applying metrics to data
- ✓ Data sense and pattern reading
- ✓ Metrics that drive People analytics
- ✓ Case discussion & Activity

## 11. Tableau

- ✓ Introduction to Tableau
- ✓ Tableau Download Desktop
- ✓ Tableau Install Desktop
- ✓ Connecting with different database
- ✓ Measure names and values
- ✓ Tableau VS Excel, Live VS Extract
- ✓ Tableau Data Type, Tableau View Data
- ✓ Tableau Drill down and Hierarchies

- ✔ Tableau Sorting - Column and Values
- ✔ Tableau grouping,
- ✔ Tableau Column formatting
- ✔ Tableau sets
- ✔ Introduction to maps
- ✔ Tableau Discrete Vs Continuous
- ✔ Tableau Funnel Chart
- ✔ Tableau Waterfall
- ✔ Tableau Line Charts
- ✔ Tableau Parameters
- ✔ Tableau Bar Chart and Stacked Charts
- ✔ Tableau Pie Chart
- ✔ Tableau Label
- ✔ Tableau Story Point, Custom Territories
- ✔ Tableau Format Filters, Tableau Shapes
- ✔ Tableau Sorting, Tableau Pills
- ✔ Tableau Marks
- ✔ Dashboards



# What Credential Holders Say

If you want to ace it in HR, both as an entrant to the role or as a seasoned professional who is looking at enhancing their competence, then CHRMP is for you. I highly recommend it because it helps provide clarity for the role that HR and HR personnel play in a VUCA world. It gives you access to a rich alumni network of HR professionals who now hold critical and leading HR roles in Comp & Ben, L&D, Talent Management, and HR Business Partnering roles. It is designed for the modern HR professional who is now a key go-to strategy enabler for the CEO of the business.

The content too is customized and allows you the experience of either gaining competence in all areas of HR or specific areas that matter most to you based on your role and tenure. And, depending on your learning style, the course is offered in the online, self-paced, and classroom formats. So, it's a highly customer- as well as business-centric Certification that truly sets you apart when you're in the job market!

**Mukund Ganapathy,**

Sr. L&D Business Partner, Amazon



I wanted to get international certification that will be an added value for my HR career. While going through the certification process, I found the learning process to be smooth and easy. The videos are clear, the topics are well chosen. I liked the clarity of the modules, the examples given by the trainers. The training course was easy because I felt same as in the classroom, so this is an added value. I specially liked the L&D module. I would surely recommend CHRMP to others looking for a certification in HR. I would like to thank CHRMP team for the support and for being efficient in answering any query.

**Joanna Elias,**

HR Assistant, United Nations



# Our alumni work at



# Your Success Team

**Our team is here to offer you help every step of the way.**

**Expert Facilitators:** Our dedicated team of expert facilitators have worked in and consulted with Fortune 500 companies in the domain of Human Resource Management. They are also certified in instruction design and delivery to ensure you have an exceptional learning experience

**Program Coordinators:** Program Coordinators work with you to ensure you have easy and ready access to the schedule, help you with any issues with your registration and technical credentials. Program coordinators also help you access the CHRMP Academy for the session recordings and additional resources.

**Community Manager:** The Community Manager helps you join the community forum and network with other CHRMP credential holders. Sharing opportunities and resources, while also benefiting from the wisdom of the crowds is an important part of being a CHRMP credential holder.

**Mentor / Subject Matter Experts:** Other than the facilitators, the Subject Matter Experts are also available to help you solve your specific doubts and clarify concepts and apply them to your specific context.



# Certification Process



## Choose the HR Analytics Certification

- ✓ Register for the program and pay the fees
- ✓ CHRMP Program coordinators connect with you for completion of administrative process



## Learn through virtual classroom sessions

- ✓ Virtual Classroom video sessions with quizzes, presentations and case study discussions
- ✓ Ongoing facilitator support for 12 months
- ✓ 12 months access to recorded sessions with course material and guidebooks



## Take your certification exam

- ✓ Webcam proctored examinations from your home.
- ✓ 5,600 test centres across 196 countries and territories



## Get your CHRMP credentials

- ✓ Get your blockchain-verified digital certificate, through Accredible.
- ✓ Add this to your LinkedIn and other social networking accounts.
- ✓ Join your local CHRMP Alumni chapter and continue to reap the benefits of being a member of our worldwide community of certified HR professionals.



# Next Steps

Visit [www.chrmp.com](http://www.chrmp.com) go to Specializations > HR Analytics

STEP  
01

Scroll down and click on the Buy Now button (Choose desired currency)

STEP  
02

Fill out your billing address and payment details.

STEP  
03

Create your account and start the training & certification process.

STEP  
04



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