

Indian Institute of Technology Kanpur

Course Proposal Indian Technical and Economic Cooperation Program

Title of the Course/Workshop: **Enhancing Productivity through People Analytics**

Item	Details
<i>Title of the Course</i>	Enhancing Productivity through People Analytics
<i>Course Coordinator (Main)</i>	Prof. Amit Shukla (skamit@iitk.ac.in) Associate Professor Department of Management Sciences
<i>Duration</i>	ONE Week
<i>Eligibility Criteria (basic expected background)</i>	Bachelor's degree in any discipline; General English proficiency; Familiarity with basic statistics
<i>Target group</i>	Government officials, mid to senior level business executives, entrepreneurs
<i>Tentative dates for the proposed event</i>	January or February 2027
<i>No. of days of training</i>	05 Days
<i>Objectives</i>	The major objective of this program is to equip participants with the knowledge and practical skills required to leverage people analytics for enhancing workforce productivity and organizational efficiency. As the work environment becomes increasingly data-driven, decisions related to HR planning, engagement, and performance management can no longer rely on intuition or traditional practices. People analytics enables organizations to gather, analyze, and interpret workforce data to make evidence-based decisions, identify patterns, and proactively address issues that affect productivity. Apart from theoretical insights, participants will gain hands-on experience with practical tools and techniques for data collection, presentation and interpretation, ensuring that they can translate theoretical concepts into actionable strategies. A particular emphasis will be given to application of Indian Knowledge System (IKS) in formulating and implementing people analytics at workplace through Indian case studies. Through these examples, participants will be better positioned to adapt similar strategies in their own organizational contexts and help in capacity building. In essence, the program is designed to empower HR professionals, managers, and decision-makers with data-driven tools to transform organizational productivity, enhance workforce engagement, and contribute to sustainable institutional growth in their respective countries.

<i>Tentative list of topics to be covered</i>	• Introduction to People Analytics: Definition, scope, and relevance in improving workforce productivity across sectors. How data-driven approaches can support HR and management decision-making • Measuring Workforce Productivity: Amorphous nature of human attributes and other challenges in measurement. Identification of key performance indicators (KPIs) and metrics for assessing employee output. How to track productivity trends and interpret data to identify bottlenecks or areas for improvement • Data Collection and Analysis: Application of statistical tools (like factor analysis and SEM), software, and techniques for gathering workforce data, including surveys, HR information systems, and performance tracking platforms. Proxy variables and measurement scales. • Predictive Analytics and Decision-Making: Reliability and validity analysis. Correlation vs. causation. Systems thinking. Usage of historical and real-time data to forecast trends, anticipate challenges, and design interventions that enhance productivity. The learning will be supported by IKS based Indian case studies showcasing successful implementations of people analytics in both corporate and government context. Finally, participants will develop practical plans to apply the insights gained to their home organizations. Group discussions, exercises, and scenario-based activities, and a group project will enable participants to apply knowledge into actionable strategies at their respective workplaces.
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