



MARATHWADA MITRA MANDAL'S
COLLEGE OF COMMERCE

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Department of Business Administration

Report on Guest Session on "Decoding People Data: HR Analytics in Action"

1. **Event Name:** Guest Session on "Decoding People Data: HR Analytics in Action"
2. **Organized by:** Department of Business Administration
3. **Day and Date:** Wednesday, 15th July 2026
4. **Venue:** P. B. Sawant Hall
5. **Resource Person:** Dr. Abhradita Chatterjee- Nhavi
6. **Objectives of the Program:**
 - To introduce students to the concept and significance of HR Analytics in modern organizations.
 - To help students understand how data-driven decision-making enhances human resource management.
 - To familiarize students with the applications of HR Analytics across various HR functions.
 - To create awareness about emerging career opportunities in HR Analytics and People Analytics.
7. **Audience:**

The session was organised for students of SY and TY BBA and BBA-IB.
8. **Number of Participants:**

A total of 89 students attended the session.
9. **Brief description of the event:**

The Department of Business Administration organized a guest session on "Decoding People Data: HR Analytics in Action" to introduce students to the growing role of data analytics in Human Resource Management and its impact on organizational decision-making.

The session was conducted by an experienced HR professional who explained how organizations today leverage employee data to make informed decisions related to recruitment, employee engagement, performance management, learning and development, retention, and workforce planning. The speaker highlighted that HR Analytics enables organizations to move beyond intuition and adopt evidence-based



practices for managing human capital effectively.

The resource person introduced students to the fundamentals of HR Analytics and explained the different types of analytics used in human resource management, including descriptive, diagnostic, predictive, and prescriptive analytics. Through practical examples, students learned how organizations analyse workforce data to identify trends, solve business problems, and improve employee performance and organizational productivity.

The session also covered important HR metrics such as employee turnover rate, absenteeism, time-to-hire, cost-per-hire, employee productivity, training effectiveness, engagement scores, and retention rates. Students gained an understanding of how these metrics help HR professionals measure organizational performance and develop effective HR strategies.

To provide practical exposure, the speaker demonstrated how tools such as Microsoft Excel, Power BI, HR dashboards, and visualization techniques are used to analyse and present workforce data. Real-world case studies illustrated how organizations use analytics to predict attrition, improve hiring quality, identify skill gaps, and support strategic decision-making.

The resource person emphasized the importance of analytical thinking, problem-solving, business acumen, communication skills, and technological proficiency for building a successful career in HR Analytics. Students were also informed about emerging career roles such as HR Analyst, People Analyst, Workforce Planning Specialist, Talent Analytics Consultant, Compensation Analyst, and HR Business Partner.

The session concluded with an interactive question-and-answer session where students actively discussed career opportunities, required technical skills, certification courses, and the future scope of HR Analytics in the era of Artificial Intelligence and digital transformation. The resource person encouraged students to develop analytical competencies and continuously upgrade their digital skills to remain relevant in the evolving HR profession.

Overall, the session was highly informative and engaging, providing students with valuable insights into the integration of human resources, business strategy, and data analytics.

10. Learning Outcome:

- Students gained a comprehensive understanding of HR Analytics and its role in strategic human resource management.
- They understood how organizations use employee data to improve recruitment, performance management, employee engagement, and retention.
- Students became familiar with key HR metrics and the importance of data-driven decision-making.
- The session enhanced awareness of analytical tools such as Excel, Power BI, and HR dashboards used in workforce analytics.



- Students learned about emerging career opportunities and the competencies required in the field of HR Analytics.
- The session motivated students to develop analytical, technological, and problem-solving skills for future careers in Human Resource Management.

11. Photographs:



Dr. Abhradita Chatterjee- Nhavi, addressing the students.



12. Acknowledgement:

The Department of Business Administration expresses its sincere gratitude to Principal Dr. Kishor Nikam for his constant encouragement and support in organizing this guest session.

We extend our heartfelt thanks to Dr. Abhradita Chatterjee- Nhavi for sharing valuable knowledge and practical insights on "Decoding People Data: HR Analytics in Action." The informative and interactive session enriched students' understanding of data-driven human resource management and motivated them to explore emerging career opportunities in HR Analytics.

We also express our sincere appreciation to Dr. Ganesh Patare, Academic Co-ordinator, Dr. Gurmeet Kaur Rajpal, Head of the Department, faculty members, and student volunteers for their dedicated efforts in planning, coordinating, and successfully conducting the session.

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Dr. Kishor Nikam
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