KAE EDUCATION

IBM Accredited

Advanced Diploma in HR Analytics & GenAI

Simple, Module-by-Module Curriculum Guide — What You Learn & Which Tool You Use

100% Job Guarantee or Full Fee Refund

Program Overview

A 4-month, live online, industry-aligned program combining HR domain knowledge, data analytics, and Generative AI. It covers talent acquisition, engagement, workforce planning, and compensation analytics — with a **100% Job Guarantee or Full Fee Refund**.

Duration: 4 Months | **Mode: Live Online** | **Support: 100% Job Guarantee or Full Fee Refund**

Tools You Will Learn — At a Glance

Python
Jupyter Notebook, NumPy, Pandas, Matplotlib, Seaborn — used for cleaning HR data (attrition, payroll, performance) and building visualizations.

SQL
Writing queries, JOINs, GROUP BY, filtering & subqueries to extract and clean HR data (employee records, payroll, attendance).

Advanced Excel
PivotTables, VLOOKUP/XLOOKUP, INDEX-MATCH, conditional formatting, what-if analysis, and basic HR dashboards.

Power BI
Power Query, DAX measures (attrition rate, headcount YoY), and interactive dashboards for recruitment, attrition & compensation.

Tableau
Connecting to HR datasets, building visual dashboards, calculated fields, filters & parameters.

Generative AI (GenAI)
ChatGPT, Microsoft Copilot & Gemini for HR documentation, report automation, prompt libraries, resume screening & ethical AI use.

Course Modules & Tools Used

Each module below lists exactly what you'll learn and which tool(s) you'll use for it, so you always know what to expect.

1 Module 1: Introduction to HR Analytics & Data-Driven Decision Making

Tools: Foundational — no tool yet

- Why HR Analytics matters for modern organizations
- Key HR metrics and their strategic importance
- Challenges & opportunities in implementing HR Analytics
- Basics of data governance and compliance

2 Module 2: Data Analytics Essentials for HR Professionals

Tools: SQL, Advanced Excel

- Data collection, cleaning & preparation techniques
- Exploratory data analysis and visualization
- Descriptive & inferential statistics
- Introduction to SQL for querying HR data
- Advanced Excel techniques for HR analytics

3 Module 3: Recruitment & Workforce Planning Analytics

Tools: Power BI

- Data-driven workforce planning
- Analyzing recruitment efficiency & effectiveness
- Predictive modeling for hiring trends & talent acquisition
- Dashboard creation for recruitment metrics (Power BI)

4 Module 4: Performance, Productivity & Workforce Efficiency

Tools: Excel, Power BI

- Designing performance tracking systems using data
- Metrics for productivity analysis & optimization
- Workforce efficiency modeling & forecasting
- Case study: performance metrics for a large corporate

5 Module 5: Engagement & Retention Analytics

Tools: Python, Power BI / Tableau

- Measuring employee satisfaction & engagement
- Predictive analytics for attrition & retention
- Employee feedback analysis using sentiment analysis (Python)
- Practical project: building a retention dashboard

6 Module 6: Compensation, Benefits & Workforce Budgeting

Tools: Python

- Pay structure analysis and optimization
- Workforce cost management & ROI calculations
- Advanced analytics for pay parity & benchmarking
- Practical training: automating compensation analysis using Python

7 Module 7: Learning, Development & Succession Planning Analytics

Tools: Power BI / Tableau

- Skill gap analysis & predictive L&D needs assessment
- Measuring ROI of training programs
- Succession planning using analytics
- Real-world application: L&D budget optimization dashboard

8 Module 8: Diversity, Equity & Inclusion (DEI) Analytics

Tools: Power BI / Tableau

- Metrics to measure & improve workplace diversity
- Designing data-driven inclusion strategies
- Tracking & reporting DEI performance
- Case study: building a DEI dashboard

9 Module 9: Generative AI (GenAI) Applications in HR Analytics

Tools: ChatGPT, Microsoft Copilot, Gemini

- Introduction to Generative AI and its impact on HR
- Using ChatGPT, Copilot & Gemini for HR documentation & insights
- Automating HR reports, emails & policy drafts using GenAI
- Creating prompt libraries for HR use cases (recruitment, L&D, etc.)
- AI-driven candidate screening & resume summarization
- Integrating GenAI with ATS, HRMS & analytics dashboards
- Ethical use of AI in people analytics & decision-making
- Project: automate an end-to-end HR report using GenAI

10 Module 10: Capstone Project & Career Preparation

Tools: SQL, Python, Tableau & more

- Real-world capstone project on HR Analytics
- Hands-on application of SQL, Python, Tableau & other tools
- Resume building & LinkedIn profile optimization
- Mock interviews & career counseling sessions