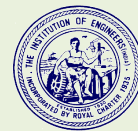




ENGINEERING STAFF COLLEGE OF INDIA

Autonomous Organ of The Institution of Engineers (India)
(IMS [ISO 9001:2015, ISO 14001:2015, ISO 50001:2018, ISO 45001:2018],
ISO/IEC 17025:2017 Certified, AICTE & CEA Recognized Institution)
Old Bombay Road, Gachibowli, Hyderabad – 500 032. Telangana, India



Management and Technology Division

Classroom Continuing Professional Development Programme on **Analytics for Competency Based Performance Management Systems (APMS)**

For HR Scientists, Managers and Executives

Dates : 25 – 28 September 2023
at ESCI Campus, Hyderabad

INTRODUCTION

Human Resource Management (HRM) is a very important function in any organization. In the modern era of globalization performance management is vital to sustain and growth of the organization / enterprise / R&D Establishment. The inputs to the HRM could be extracted from implementing proper performance management systems. Understanding of PMS and its strategies is quite essential for HR professionals for smooth functioning of the organization. Successful performance management practices in organizations, apart from nurturing a motivating work culture, bring in effectiveness, efficiency, quality, productivity, innovation and profitability. The comprehensive knowledge and skills can be acquired by practicing HR professionals so that they can implement appropriate strategies to align the people with the business of the organization.

OBJECTIVES

The core objective of the training programme is to develop skills and competencies needed to implement PMS and its strategies and to motivate people to attain maximum profit for the organization.

COURSE COVERAGE

- Overview of Performance Management as HR Management function
- Perspectives of HRM
- Performance Management objectives and standards
- Performance Planning
- Data-driven HR
- Workforce Planning, Performance appraisal, objectives, importance and types and methods of performance appraisal (Emphasis on data-driven methods)
 - Data Driven Analytics & Applications for handling Biases in Performance appraisal
- Performance Evaluation Analytic
 - Regression Analysis for Implementing performance based compensation
- Attrition Analysis
- Staffing Analytics
- Burnout & Stress Analysis
- Case studies and Discussions

METHODOLOGY

Methodology of the programme includes class room Sessions with Lecture/discussion with audio visual aid, benched marked practices if any, video shows, Chalk & Talk sessions, group discussions, case studies, debates, sharing of experiences, etc. All the sessions will be interactive demanding active participation from all the members. Case Method of Instructions will be the main method of knowledge facilitation.

TARGET PARTICIPANTS

This program will be highly beneficial to HR professionals, Personal managers / officers, Training managers, Scientists involved with human resource activities, and who are working in R&D organizations, public sector units and private sector organizations finds this programme very much useful.

FACULTY

The faculty consists of Eminent Experts on Human Resources & Behavioural sciences, beside core faculty from ESCI.

PROGRAMME DIRECTOR

Dr. P.V.S.S. SRIDHAR, *M.E., Ph.D. (IIT-Guwahati)*

Sr. Faculty & Head

Management & Technology Division, Engineering Staff College of India

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PROGRAMME DATES & TIMINGS

Dates: 25 – 28 September 2023

Timings : On the first day Registration will commence at **09:15 Hrs**. On all other days the programme timings will be from **09:45-17:15 Hrs** with breaks in between for tea and lunch.

COURSE FEE: **Rs. 22,000/- (Rupees Twenty Two Thousand only)** per Participant + GST@18% Extra. Fee includes, course material, course kit, twin-sharing/single AC accommodation as per availability, breakfast, lunch, dinner, tea / coffee and snacks during the actual days of training programme.

DISCOUNTS:

- ❖ **Non-Residential Fee:** 10% discount on course fee is allowed for non-residential participants.
- ❖ **Group Discount:** Additional 10% discount for three or more participants, if sponsored by the same organization.

PAN Card No AAATT3439Q; GST No. 36AAATT3439Q1ZV. H.S. No. 999293 (Under commercial training or coaching services – clause 65(105) (ZZC) of Finance act – 1994).

Programme fee is to be paid in in favor of **“THE INSTITUTION OF ENGINEERS (INDIA) – ENGINEERING STAFF COLLEGE OF INDIA”** in the form of demand draft payable at Hyderabad. Alternatively, the payment may be made by Electronic Fund Transfer (EFT) to ESCI - **SB A/c No.0432104000039631 with The IDBI Bank Ltd., Gachibowli Branch, Plot No. 2-53/2, JNIBF, IIIT Junction, Gachibowli, Hyderabad-500032 by RTG's/ NIFT / IFSC Code No: IBKL0000432**. While using EFT method of payment, please ensure to communicate us your company name, our Invoice reference and programme title.

CERTIFICATION

A Certificate of participation will be awarded to each participant on conclusion of the programme.

GENERAL INSTRUCTIONS:

- ESCI encourages participants to present case studies from their respective organizations.
- ESCI provides complimentary accommodation and boarding to the participants one day before commencement (Check-in 1200 h) and one day after conclusion (Check-out 1200 h) of the programme duration. Overstay charges will be applicable as per ESCI rules (subject to availability of accommodation).
- Well-developed Information Centre and Internet facilities are available to the participants free of cost.