

Course Curriculum

MASTERS IN HR ANALYST



500K+

Satisfied Students



100K+

Online Students



300+

Trainers



300K+

Placements



200+

Global Certifications



150+

Companies

| Program INDEX



Module 1: HR Analytics



Module 2: Advanced Excel for HR Analytics



Module 3: Structured Query Language (SQL)



Module 4: Analytics with Power BI

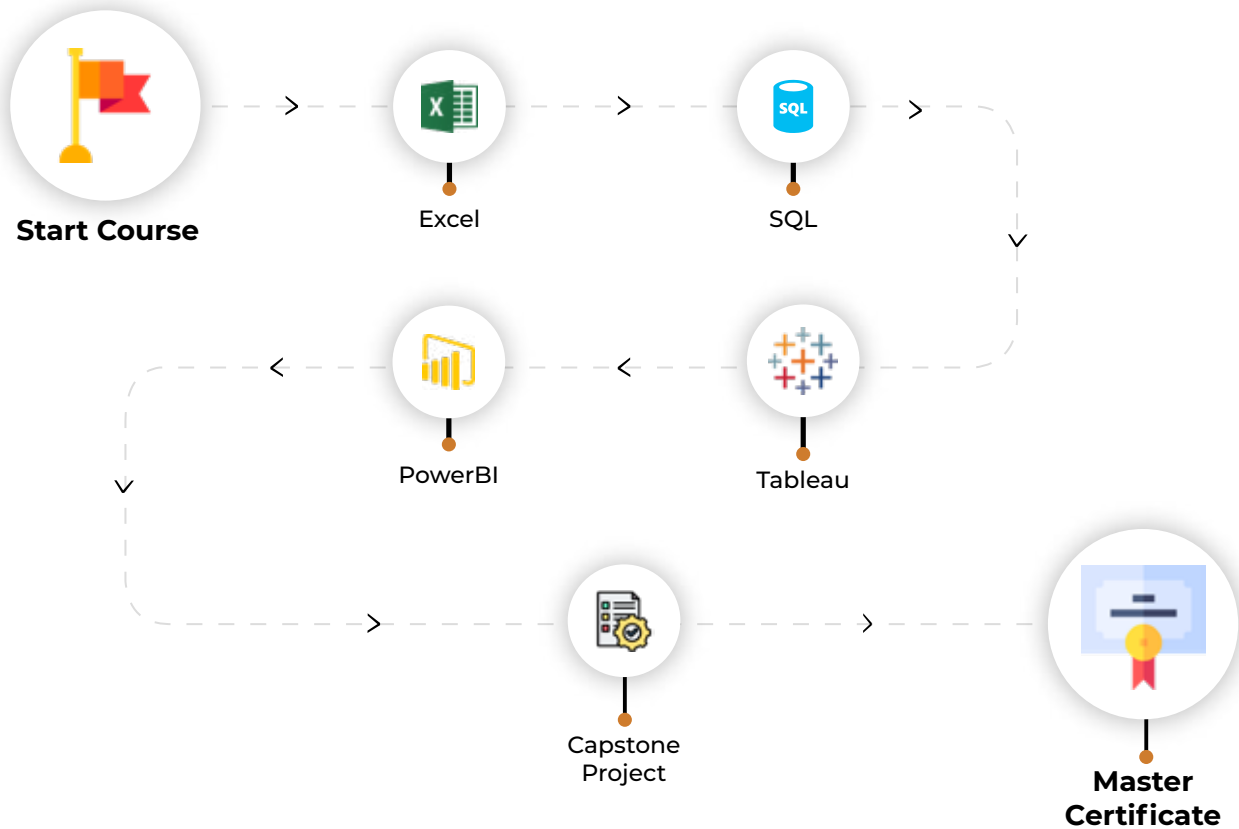


Module 5: Analytics with Tableau



Module 6: Capstone Project

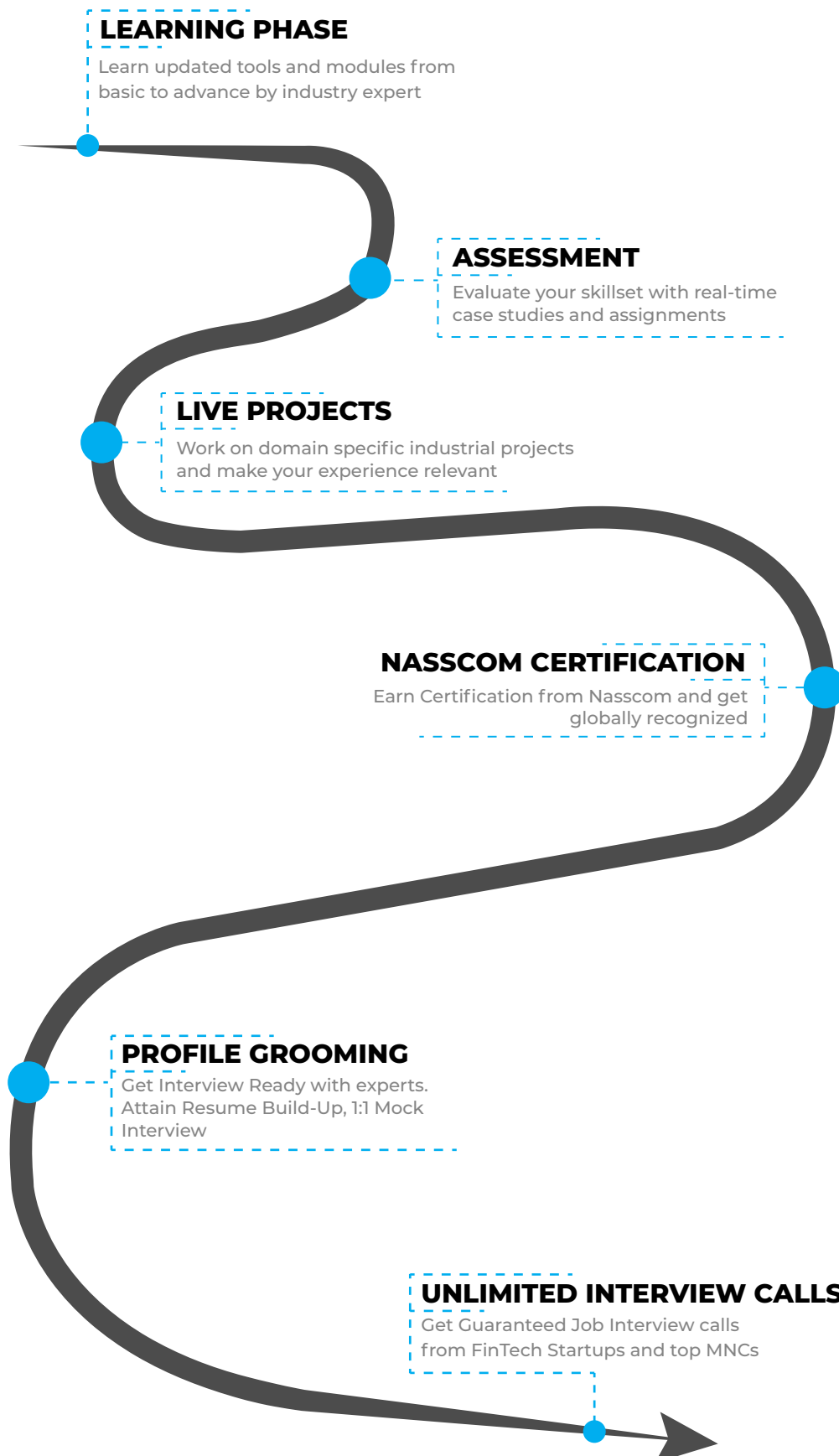
| Learning Curve



Modules of **Masters in HR Analyst**

- ✔ **Module 1: HR Analytics**
- ✔ **Module 2: Advanced Excel for HR Analytics**
- ✔ **Module 3: Structured Query Language (SQL)**
- ✔ **Module 4: Analytics with Power BI**
- ✔ **Module 5: Analytics with Tableau**
- ✔ **Module 6: Capstone Project**

|Transition Process



Module 1: HR Analytics

✓ Introduction To HR Analytics

- Fundamentals of HR
- Strategic Role of HR
- People Analytics - Basics
- Basics of Statistics
- Framework for Problem Solving - Define Problem, Collect Data, Build the Model, evaluate and Critique the Model, Present Results and Benefits, Deploy Model
- Critical Stages of Talent Life Cycle
- Case Study - HR Decision Making: Issue Identification and Problem Solving

✓ HR Practices And Benchmarking

- Understanding Important HR Metrics tracked across the Overall Employee Journey
- HR Valuations
- Benchmarking
- Dashboarding of KPIs (Tableau, Excel)
- Performance and Goal Setting
- Providing Performance Feedback

✓ Workforce Planning And Talent Sourcing Analytics

- Key Factors in Selection that Determine Quality of Hire
- Predicting Performance
- Measures to Track - Predictive Analysis
- Acquisition effectiveness
- Employee Training and Development Analytics

✓ Talent Acquisition & Development Analytics

- Key Factors in Selection that Determine Quality of Hire
- Predicting Performance
- Measures to Track - Predictive Analysis
- Acquisition effectiveness
- Employee Training and Development Analytics

✓ Induction And Culture Fit - Value Congruence

- Understanding Organizational Culture; Types of Cultures
- Socialization Process; Stages of Onboarding
- Create an Onboarding Predictive Model
- Value Congruence

✓ Talent Engagement Analytics

- Importance of Employee Engagement
- Major Drivers of Employee Engagement
- Employee Engagement Surveys
- Variations in Employee Engagement across Days
- Employee Engagement Levels in Teams

✓ Collaboration Analytics - Building Effective Teams

- What is Collaboration? Importance of Collaboration
- Analysing Collaboration
- Organizational Network Analysis
- Intervening in Organizational Networks

✓ Talent Analytics - Performance, Potential And Rewards

- Jobs, Roles and Competencies
- Performance vs Potential - Key Decision Dilemmas
- Rewards - Key Considerations

✓ Talent Retention Analytics

- Why do Employees leave Organizations?
- Different Talent Retention approaches/strategies
- Measures to Track

✓ Employee Wellness - Health And Safety

- What is Employee Wellness? Why care about Employee Wellness?
- Employee Wellness Program Best Practices
- Using Predictive Analytics to Optimize Employee Wellness

Module 2: Advanced Excel for HR Analytics

✓ Understanding Concepts Of Excel

✓ MS Excel Advance Concepts

✓ Advance Data Sorting

✓ Restoring Data To The Original Format

✓ Advance Functions, Filters In Excel

✓ Lookup Functions

✓ Pivot Table

✓ MIS Reporting & Dashboard

Module 3: Structured Query Language (SQL)

✓ SQL Server Fundamentals

✓ SQL Server 2019 Database Design

✓ SQL Tables In MS SQL Server

- ✓ Data Validation And Constraints
- ✓ View And Row Data Security
- ✓ Indexes And Query Tuning
- ✓ Stored Procedures And Benefits
- ✓ User-Defined Functions And Usage
- ✓ Triggers, Cursors, Memory Limitations
- ✓ Cursors And Memory Limitation
- ✓ Transactions Management
- ✓ Placement Guide

Module 4: Analytics with Power BI

- ✓ Introduction To Power BI
- ✓ Power BI Desktop And Data Transformation
- ✓ Data Analysis Expressions (DAX)
- ✓ Data Visualization
- ✓ Power BI Service
- ✓ Connectivity Modes
- ✓ Power BI Report Server
- ✓ R & Python In Power BI
- ✓ Advanced Analytics In Power BI

Module 5: Analytics with Tableau

- ✓ Data Preparation Using Tableau Prep.
- ✓ Data Connection With Tableau Desktop.
- ✓ Basic Visual Analytics.
- ✓ Calculations In Tableau.

- ✓ Advanced Visual Analytics.
- ✓ Level Of Detail (LOD) Expressions In Tableau.
- ✓ Geographic Visualizations In Tableau.
- ✓ Advanced Charts In Tableau.
- ✓ Dashboards And Stories.
- ✓ Get Industry Ready.
- ✓ Exploring Tableau Online.

Module 6: Capstone Project

| Course Projects

Domain: Human Resources

Project Name:

Employee Attrition Analysis

Analyze employee attrition patterns to identify key factors driving turnover—covering demographics, performance, tenure, compensation, and engagement.

This solution helps HR teams and management reduce workforce loss, improve retention strategies, ensure data-driven decision-making, and foster a stable, motivated workforce through predictive insights and actionable analytics.

Tool & Technology Used:

EXCEL

POWER BI

TABLEAU

Domain: Human Resources

Project Name:

Time to Hire Analysis

Analyze and optimize the recruitment cycle by measuring the time taken at each stage—job posting, candidate sourcing, screening, interviewing, and final offer.

This solution enables HR teams to identify bottlenecks, reduce delays, improve hiring efficiency, and build a streamlined recruitment pipeline that supports faster, data-driven talent acquisition.

Tool & Technology Used:

EXCEL

SQL

TABLEAU

Domain: Human Resources

Project Name:

Workforce Planning Forecast

Forecast workforce requirements by analyzing historical trends, business growth, turnover rates, and future skill needs.

This solution empowers HR and business leaders to align staffing with organizational goals, reduce talent gaps, optimize resource allocation, and ensure the right talent is available at the right time through predictive and scenario-based planning.

Tool & Technology Used:

POWER BI

TABLEAU

EXCEL

DISCLAIMER

"Course Curriculum, Training Certificates & Projects details are subject to change without notice, based on industry standards and guidelines.

e-Learning through LMS

Learning **Management System**

Our LMS (LearnPitch) is for the administration, documentation, tracking, reporting, automation, and delivery of educational courses, training programs, or learning and development programs.

Our LMS has been designed to identify training and learning gaps, using analytical data and reporting to keep you up with the class activities.

Key Features **Learning Management System**



Live Sessions with Class recordings



Get study material with Assignments.



Track your curriculum covered.



Track your class wise attendance



Share your feedback for Trainer & Training



Get your Training Certificate from LMS



| Training Certification

Earn Your **Certificate**

Your certificate and skills are vital to the extent of jump-starting your career and giving you a chance to compete in a global space.



|Croma Campus is Nasscom Certified

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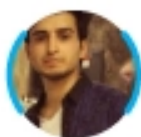
|Croma Campus! Reviews



"The most rewarding part of my experience has been achieving a prestigious certification in the subject that I love. Moreover, the training offered out by the specialists are of world-class and prepares out the students for corporate world. For me Croma Campus means a lot."

"By The Students For The Students,"

Your Success is **Our Story**



Bharat

"I am fully satisfied with the excellent training services received by the expert staff at Croma Campus. I want to thank Croma Campus for providing me with the most innovative and affordable training services for learning all the software testing procedures and guidelines."



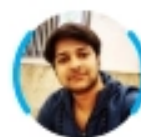
Ankit

"It was a lifetime experience for me to get trained by IT Experts of Croma Campus. What I liked most about the training was the consistent high-quality education, which was friendly and co-active. The placement department was also proactive, they keep me updated regarding new job opportunities and provide the grooming session to crack the interview. At last, I would like to thank all faculty members of Croma Campus for their immense help and support."



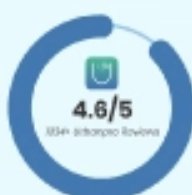
Umesh

"Without any second thought, I will give Croma Campus 10/10. Their placement department is highly proactive. I remember they started scheduling interviews for me from the very next day when I told them my course has been completed. These people are doing a phenomenal job and I highly recommend Croma Campus to everyone."



Shams Khan

"Croma Campus is doing a phenomenal job in the IT training industry. The reason why I decided to join their training program was that they provide quality training at very a nominal price. Plus, the online training mode was also a factor due to which I decided to join the training program of Croma Campus as I didn't want to attend physical classes."



|Meet Our Team



Sales Team

Our Sales team is highly passionate, emphatic, positive attitude, great listening skills, ability to deliver quick solutions, and they are multitasker too. Our team always remains up-to-date about all the latest technologies and market trends. With effective communication skills, they always work to deliver the right information to customers when it is needed.

Product Team

Our product team is highly functional and collaborative working together to achieve the common outcome of designing exceptional digital experiences. Each of our members is a contributor to help us achieve success in long-run. Sitting at the high-end of technology and innovation, team helps to deliver high-end customer experiences and always comes out with a big idea as a game-changing plan.

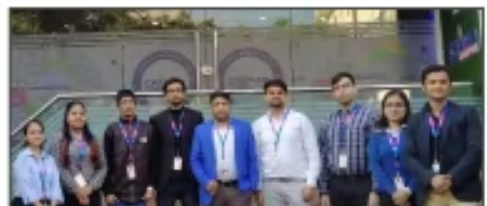


Marketing Team

Our Marketing team works as gladiators and helps us to achieve business success in all possible ways. They are included in almost everything either it is building a brand, creating brand awareness, promoting products or services, delivering trailblazing customer experiences or increasing engagement at public forums. They are the true backbone of the Company.

Content Team

Our content team is responsible for ideation, creation, optimization, and distribution of content throughout the company. The team always starts its work with a strategy, how to create high-quality contents, and how to promote or share the content. Our in-house content team help us to produce all types of contents either they are educational content pieces, marketing content, SEO content, or any other forms too.



Customer Access Team

This is the team that has actually been taken up us from reactive state to a pro-active state. The team utilizes high-valued solutions to satisfy customers in all possible ways. It is truly said that no company can succeed if your customers are not satisfied. And our customer success team is dedicatedly working to keep all the customers satisfied and we always consider our customer feedback on priority.

HR Team

Our HR team is committed to provide high-end solutions to employees as they require. Our HR team has the right skills and knowledge to make sure that the HR department can always be legally and strategically successful. They know how to keep employees motivated all the time with the best HR policies and fun activities too from time to time.

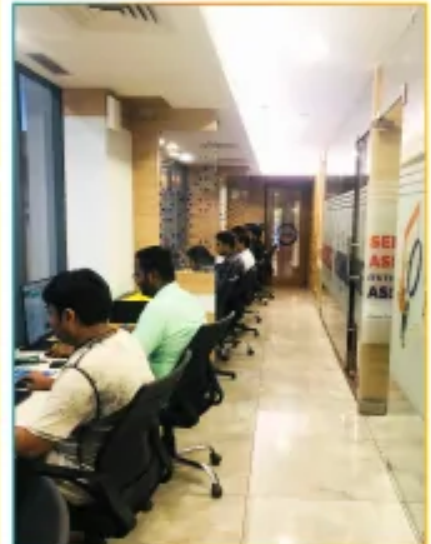
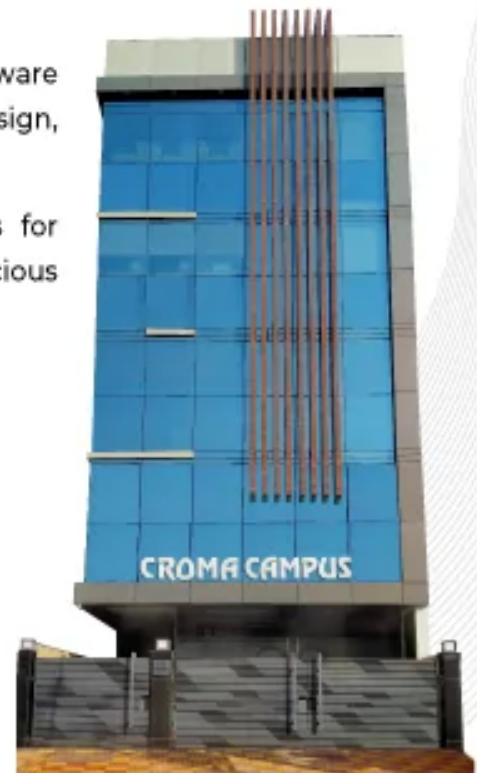


| Glimpse Of Our Office

Look **Who We are**

Our office's infrastructure comprises all the necessary software and network resources that are required to deliver IT & Design, Human Resources, Digital Marketing, and training services.

We are well-equipped with bright designed work bays for employees and managers having separate cabins with spacious cafeteria and training classrooms.



About Croma Campus

“Our Mission is to Build Nation through Education & Beyond Limitation.”



#1 Asia's Leading
Edtech Company

Croma Campus Training & Development Private Limited is an education platform providing rigorous industry-relevant programs designed and delivered in collaboration with world-class faculty, industry & Infrastructure. In the past 15 years we have trained 18000+ candidates and out of which we are able to place 12000+ professionals in various industries successfully.

We Are
Affiliated
With Different
Partners



We're Here to Help –
Reach Out to Our Global Offices

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