



**BSSS
INSTITUTE
of Advanced
Studies**

...in pursuit of Managerial Excellence!

**Center of Excellence in
Corporate Knowledge Acceleration**



Management Development Programme (MDP)

HR Analytical Tools and their application for Enhancing Organisational Effectiveness

27 & 28 November 2026

About BSSS IAS

The BSSS Institute of Advanced Studies (BSSS IAS), an AICTE-approved management institution, is engaged in education, research, training, and consultancy activities in the areas of management, sustainable development, rural development, social sciences, etc. It strives to provide a comprehensive platform for growth and empower individuals to thrive in their respective fields. It is one of the best Professional Management Institutions for MBA/PGPMCB engaged in multidisciplinary activities, and has collaborated with Assumption University, Thailand, and Synergy University, Russia, for joint research, training, and management education. The Institute envisions emerging as a top Professional Management Institution in Central India by playing a pivotal role in professional management education in the coming years and adorning a path with an undivided focus on quality education and excellence, thereby placing itself as an institution of national and international importance. Its excellent infrastructure provides an environment conducive to academic activities, professional deliberations, and social interactions.

BSSS IAS has a strong portfolio of multidisciplinary faculties, experience in national and international consultations and is the best training Institute in Central India. As a part of the Executive Training programme, we have proposed many Management Development Programmes which are focused on increasing managerial business skills and leadership capabilities of managers who aspire to be among the top leadership in their organisations. BSSS IAS is organising a series of training programmes for corporates and also for govt. employees.

International Collaborations

BSSS Institute of Advanced Studies (BSSS IAS) is committed to fostering global academic engagement through strategic international collaborations and Memoranda of Understanding (MoUs) with reputed universities worldwide. These partnerships include Assumption University, Thailand; Synergy University, Russia; University of Primorska, Slovenia; John von Neumann University,

CAMPUS

The Institute has a sprawling lush green campus located in the central part of Bhopal city. The building complex includes the Academic Complex, Library, Computer Centre, Hostel, Fully Air-Conditioned Cafeteria, Administration and Accounts wings. The Academic Complex includes fully air-conditioned hi-tech classrooms, Seminar Halls equipped with video conferencing facilities and a Faculty Block. This world-class infrastructure provides an environment conducive to academic activities, professional deliberations and social interactions. The multidisciplinary faculty at BSSS IAS holds a strong portfolio of national and international consultations, enabling the Institute to emerge as the best training Institute in Central India.

Hungary; the University of Johannesburg and the University of Pretoria, South Africa; and the University of San Carlos, Philippines.

These international partnerships strengthen the Institute's global academic ecosystem by creating opportunities for student and faculty exchange, collaborative learning, international programmes, knowledge sharing and academic engagement. The collaboration with Assumption University has supported the MS in Management programme, while the partnership with Synergy University facilitates academic collaboration and exchange. Through these initiatives, BSSS IAS continues to enhance international exposure and provide its stakeholders with opportunities to learn, collaborate and grow in a globally connected environment.



The Rationale of The MDP:

The MDP will be beneficial for both managers and the organisation as a whole. It can help managers to improve their skills in using HR analytical tools to make informed decisions and create a data-driven culture that emphasises evidence-based decision-making. By learning how to analyse data and use it to improve organisational performance, managers can become more effective in their roles.

By using HR analytical tools, managers will be able to identify areas for improvement and develop strategies to enhance organisational performance. The participant will be able to learn how to use these tools effectively and apply them to their specific organisational contexts.

In Today's world, where organisations need to showcase innovation every second, HR analytical tools will help organisations identify emerging trends and potential opportunities for novelty. The proposed MDP can provide an opportunity for managers to collaborate and share best

practices with each other. By sharing insights and experiences, managers can learn from each other and develop more effective strategies for enhancing organisational development.

The objective of the MDP

- Develop a strong foundational understanding of HR analytics, including key concepts, techniques, and tools.
- Learn how to use HR analytics to gather, analyse, and interpret HR-related data to make informed decisions that support organisational objectives.
- Identify and analyse key performance indicators (KPIs) relevant to HR functions and use them to measure and evaluate HR initiatives and programmes.
- Understand the role of HR analytics in driving organisational change and transformation, and develop strategies for effectively communicating insights and recommendations to key stakeholders.
- Explore case studies and best practices in HR analytics and apply these insights to real-world organisational challenges.
- Collaborate with peers to develop and present a comprehensive HR analytics project that addresses a real-world organisational problem or opportunity.

Who Should Participate:

The Management Development Programme on "HR Analytical Tools and its application for enhancing Organisational Development" is organised for practising as well as future HR Managers.

Duration – 2 days

Dates: 27th- 28th November 2026

Registration Fees

- **Offline (Residential-Double occupancy Accommodation)**

7,000/- per participant



- **Offline (Non-Residential)**

4,000/- per participant

- **Online**

2,000/- per participant

Registration fee (Offline) includes the study material, practice handouts, working lunch and tea.

Registration Link

<https://bsssiaserp.com/Common/EventRegistration?vld=96>

Website Link

<https://www.bsssiac.in/management-development-program/>

- A certificate will be issued to participants who have attended the complete programme.

**Patron**

Dr. Fr. John P.J
Executive Director
BSSS IAS

Programme Coordinator(s):

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