



XLRI
Xavier School of Management
For the greater good

Redefine HR with Digital,
Analytics & AI ►

Executive Development Programme in

Digital HR Transformation & AI-Driven HR Analytics

(Batch 04)

XLRI, Jamshedpur



INDUSTRY PROJECTIONS & MARKET GROWTH



AI in HR Market Size

The global AI in HR market is projected to reach **USD 15.24 billion** by 2030, growing at a **CAGR of 24.8%** from 2024 to 2030.

*Grand View Research

HR Analytics Market Size

The global HR analytics market is expected to reach **USD 8.59 billion** by 2030, growing at a **CAGR of 14.8%** from 2023 to 2030.

*Grand View Research

AI Integration & People Analytics Adoption

Adoption Rates

Over **60% of companies** currently employ AI in at least one HR function, with projections suggesting this could rise to **80%** in the coming years.

*Azilen Technologies

Strategic Importance

71% of HR executives who use people analytics report that it is essential to their organization's HR strategy.

*Azilen Technologies

INDUSTRY PROJECTIONS & MARKET GROWTH

Effectiveness

38% say HR analytics are very effective at providing insights to HR leaders.

*Oracle

Regulatory & Ethical Considerations

Human Involvement Mandates

By 2032, at least **30% of the top global economies** are expected to introduce legislation mandating minimum human involvement in critical work processes to ensure accountability and oversight in tasks performed by AI.

*Business Insider



NEED FOR AI IN HR MANAGEMENT



Decision Making



TRADITIONAL HR MANAGEMENT

Relies on intuition, experience, and manual data analysis.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS

Data-driven decisions using AI and advanced analytics.

Recruitment and Selection



TRADITIONAL HR MANAGEMENT

Manual resume screening and interviews.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS

Automated screening, AI-driven candidate matching, and predictive analytics.

Employee Engagement



TRADITIONAL HR MANAGEMENT

Employee surveys and periodic reviews.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS

Real-time sentiment analysis and continuous feedback through AI tools.

NEED FOR AI IN HR MANAGEMENT



Performance Management



TRADITIONAL HR MANAGEMENT

Annual appraisals and subjective evaluations.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS

Continuous performance monitoring with real-time data insights.

Learning and Development



TRADITIONAL HR MANAGEMENT

Standardized training programs with limited personalization.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS

Personalized learning paths using AI recommendations based on data.

Workforce Planning



TRADITIONAL HR MANAGEMENT

Static workforce planning based on historical data.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS

Dynamic workforce planning with predictive analytics for future needs.

NEED FOR AI IN HR MANAGEMENT

Data Management



TRADITIONAL HR MANAGEMENT
Manual data entry and siloed systems.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS
Integrated digital platforms with real-time data access and analytics.

Employee Retention



TRADITIONAL HR MANAGEMENT
Reactive measures based on exit interviews.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS
Proactive retention strategies using predictive analytics and AI models.

HR Processes



TRADITIONAL HR MANAGEMENT
Paper-based or basic digital processes.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS
Fully automated, digital HR processes with AI-driven insights.

NEED FOR AI IN HR MANAGEMENT



Compliance and Reporting



TRADITIONAL HR MANAGEMENT

Manual compliance tracking and reporting.



AI-DRIVEN HR MANAGEMENT WITH ANALYTICS

Automated compliance monitoring with real-time reporting capabilities.

Employee Experience



TRADITIONAL HR MANAGEMENT

One-size-fits-all approach with limited personalization.



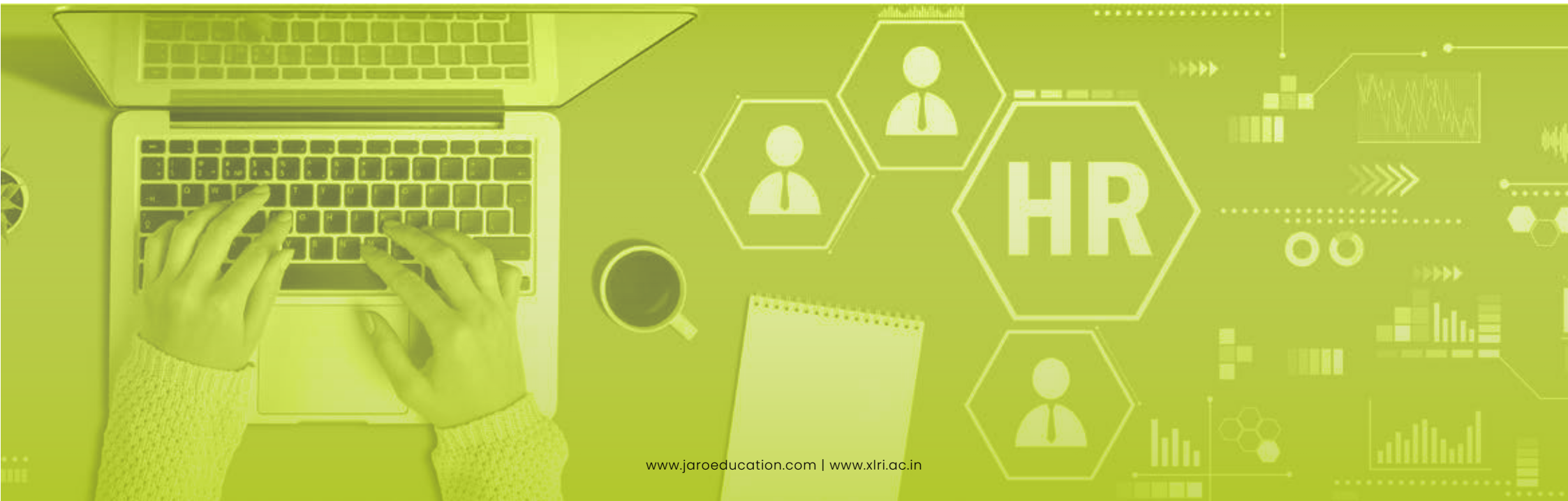
AI-DRIVEN HR MANAGEMENT WITH ANALYTICS

Enhanced employee experience through personalized, data-driven solutions.



PROGRAMME OVERVIEW

The future of HR is hybrid, data-driven, and AI-powered. Organizational psychologists and HR leaders must go beyond traditional behavioural science into analytics, AI/ML, and strategic business insight to drive meaningful workplace transformation. With HR data growing increasingly complex and systems interconnected, insights must translate into action—yet many organizations lack teams with the skills to make this happen. The programme equips professionals to navigate Digital Transformation by connecting processes, domains, and methodologies for sustained adoption; master HR Analytics, from research methods and statistics to interpretation, visualisation, and storytelling; apply AI and Machine Learning through practical use cases and implementation strategies; and build next-generation HR systems aligned with organizational strategy. By the end of the programme, participants will lead high-impact Digital HR and Analytics initiatives, turn data into actionable insights for strategic decision-making, and design AI-enabled HR systems integrated with broader human capital strategies, preparing the next wave of HR leaders not just to manage people, but to shape the future of work through data, technology, and innovation.



LEARNING OUTCOMES



Core Principles of Digital Transformation

Understand the foundational elements of digital transformation, including strategies for integrating interconnected domains, streamlining processes, and implementing methodologies that ensure sustained adoption.

HR Analytics in the Future of Work

Grasp the significance of HR analytics in driving digital transformation and shaping the future of work, emphasizing its pivotal role in modern HR functions.

Mastering HR Analytics

Explore essential HR analytics concepts, tools, and techniques, focusing on research methods, statistics, data governance, and the art of interpreting and visualizing insights to enhance decision-making.

AI and Machine Learning in HR

Learn the practical application of AI and machine learning within HR, including key use cases, and critically assess the advantages and challenges of their adoption.

Essential Skills and Best Practices for HR Transformation

Learn the critical skills individuals need and discover the best practices organizations should adopt when embarking on HR transformation through the effective use of digital technologies, advanced analytics, and AI-driven solutions.



PEDAGOGY



The primary method of instruction will be through LIVE lectures, delivered online to students' desktops, laptops, or classrooms. The pedagogy will comprise live lectures, case study discussions, and hands-on analytical exercises, facilitated by XLRI's faculty. Concepts will be illustrated with examples drawn from real-life organizational situations, and participants will have the opportunity to work on their respective HR functional areas as part of the fieldwork, an integral component of the course curriculum.

All enrolled students will also have access to the Cloud Campus, through which they can access learning aids, reference materials, assessments, case studies, projects, and assignments as appropriate. Throughout the course, students will have the flexibility to engage with professors, either in real-time during classes or offline via the Cloud Campus—to raise questions and clarify doubts. Assignments are provided on key topics for experiential learning, and participants are expected to discuss any doubts or challenges encountered while completing them during the initial part of the next session, facilitating timely and systematic learning.

Case Studies

Case Analysis

Cloud Campus

Assignments

In-class Discussions

Experiential Learning

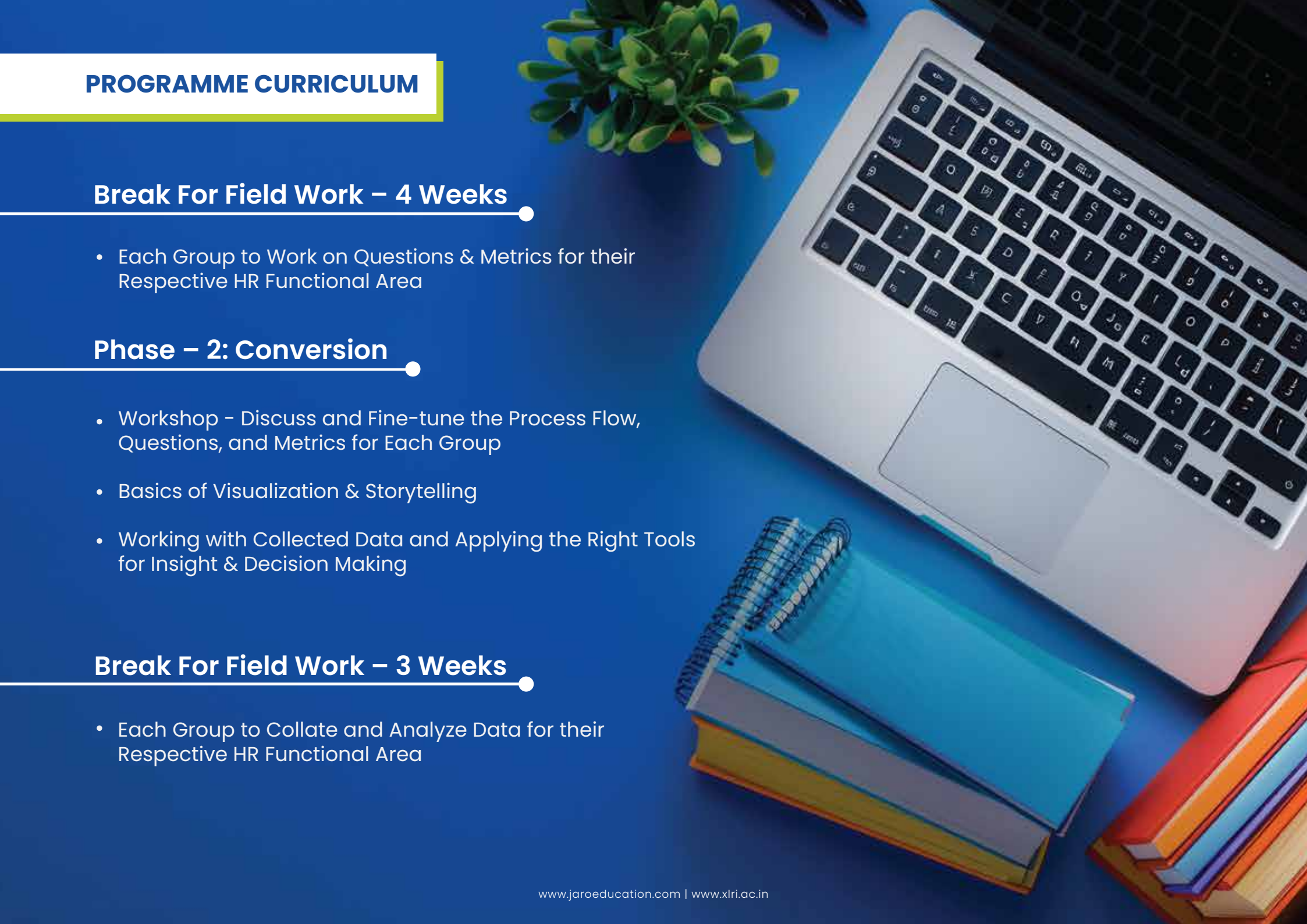
Hands-on Analytical Exercises

Real-time Projects

Phase – 1: Conceptualization

- Introduction to Digital Business, Social Mobile Analytics and Cloud (SMAC)
- Digital HR Transformation Basics
- Leading Digital Transformation
- Overview: Fundamentals of Digital HR
- Digital HR Design Fundamentals
- Transformation Using Technology, Blockchain Applications, IoT, AR/VR, Big Data, Artificial Intelligence, and Machine Learning
- Introduction to Use Cases of AI in HR
- What is Analytics? Why is Analytics Important to HR Professionals?
- The Importance of “Questions” and “Metrics”
- Emerging Areas of Research in HR
- Fundamentals of Human Resource Research Methods, Descriptive and Predictive Analytics
- Hands-on Workshops with Statistical Tools Using Sample Data

PROGRAMME CURRICULUM

A top-down view of a blue desk. In the upper right, a silver laptop is open, showing its keyboard. To the left of the laptop is a small green succulent in a red pot. In the lower right, there are two stacks of books; the one on the left has a blue spiral notebook on top, and the one on the right has a red book on top. The background is a solid blue color.

Break For Field Work – 4 Weeks

- Each Group to Work on Questions & Metrics for their Respective HR Functional Area

Phase – 2: Conversion

- Workshop – Discuss and Fine-tune the Process Flow, Questions, and Metrics for Each Group
- Basics of Visualization & Storytelling
- Working with Collected Data and Applying the Right Tools for Insight & Decision Making

Break For Field Work – 3 Weeks

- Each Group to Collate and Analyze Data for their Respective HR Functional Area

Phase – 3: Consolidation

- Digital Transformation Imperatives (Alignment with Organization Setup, Change Management, Why They Fail)
- Case studies on Digital HR Transformation – Implementation approaches, Adoption imperatives
- Emerging Areas in Digital HR – Future of Work
- HR Skills of the Future, Creation of a Digital HR Function
- Algorithmic HR – Platform Revolution, Emergence of Gig Economy, and its Impact on the HR Function
- More Use Cases on AI and Generative AI in HR
- Discussions and Conclusions

Note:- This is an indicative list of course topics and is subject to change at XLRI's discretion.

ASSESSMENT CRITERIA

A minimum of 80% attendance at the LIVE lectures is a prerequisite for the successful completion of this programme. There are periodic evaluations built in throughout the course. These may be in the form of a quiz, experiential assignment, project, case studies, or other objective/subjective assessments. The evaluations are designed to ensure continuous student engagement with the course and encourage learning. The main objective of the assignments and projects will be to help participants apply their conceptual learning from the programme to actual organizational decision-making scenarios.

Passing qualification for the programme will be based on meeting the attendance requirement along with achieving the required cut-off score for the evaluation components, including quizzes, project assignments, and end-term examinations, as decided by the faculty. XLRI will award participants who complete the same a Certificate of Completion. Participants who are unable to clear the evaluation criteria but have the requisite attendance will be awarded a Certificate of Participation by XLRI.



PROGRAMME DETAILS



Duration

- ◆ 10 Months

Mode

- ◆ Hybrid (Direct-to-Device mode + Campus Immersion)

Programme Schedule

- ◆ Sunday, 10:00 am to 1:00 pm

Application Closure Date

- ◆ 21st January 2026

Commencement Date

- ◆ 12th April 2026

Eligibility

- ◆ For Indian Participants - Graduates (10+2+3) or Diploma Holders (only 10+2+3) from a recognized university (UGC/AICTE/DEC/AIU/State Government) in any discipline.
- ◆ For International Participants - Graduation or equivalent degree from any recognized University or Institution in their respective country.
- ◆ Work Experience - HR professionals with a minimum of 4+ years of related work experience.



WHO SHOULD APPLY



HR Leaders and Decision Makers in organizations that have a mandate to migrate to Digital Systems or enhance their current Digital HR capabilities.

HR Business Partners, Generalists, Consultants, and HR Executives who want to gain a deeper understanding of how HR analytics tools can be leveraged to drive better HR management practices and address people's challenges.

Talent Managers, L&LD, and OD Professionals who are tasked with talent acquisition, management, development, and retention have to rely on technology-driven analytics tools to help them achieve and improve operational efficiencies.

Professionals experienced in the HR domain who are keen to comprehend how technology can play a significant role in workplace transformation.

PROGRAMME FEE DETAILS

Fee Structure

Application Fee

INR 3,000 + GST

At the time of registration

Programme Fee

INR 2,25,000/- + GST

International Fee

USD 5000/-

Executive Education Alumni Status Fee- XLRI Alumni Registration Fee - INR 20,000/- + GST.

The registration link will be shared only with the candidates who successfully complete the programme.

Note: The institute has the right to change the fee and benefits as per the institute's guidelines without giving any prior notice.

Instalment Pattern

Instalment I

INR 42,000/- + GST

At the time of registration

Instalment II

INR 60,000/- + GST

On or before 5th April 2026

Instalment III

INR 60,000/- + GST

On or before 15th July 2026

Instalment IV

INR 60,000/- + GST

On or before 15th October 2026

PROGRAMME DIRECTOR



Dr. Kushal Saha

Assistant Professor, Information Systems, XLRI

Dr. Kushal Saha obtained his PhD in Management Information Systems from IIM Calcutta. An engineering graduate from Jadavpur University, Calcutta, he also completed his MBA from IIM Bangalore.

Dr. Kushal has published in leading journals and presented several papers at international conferences of repute. His current interests in research and teaching include Digital Transformation, Technology-induced disruptions, Blockchain applications, Artificial Intelligence, and Sharing Economy. He is presently a member of the Association for Information Systems (AIS), the Institute for Operations Research and the Management Sciences (INFORMS), and the Production and Operations Management Society (POMS).

PROGRAMME FACULTY



Prof. Apratim Guha

Functional Area: Production, Operations & Decision Sciences



Dr. Indrajit Mukherjee

Functional Area:
Strategic Management



Dr. I Gurunathan

Functional Area:
Human Resource Management



Dr. Suryanarayan G. Iyer

Visiting Faculty, XLRI

Dr. Suryanarayan Iyer is currently the Senior Director (Solution Engineering) at Oracle India, responsible for cloud applications strategy, market development, and digital technology adoption. Prior to this, he served as Vice-President (Group Human Resources) at the Aditya Birla Group, where he led the group-wide Digital HR Transformation and Analytics initiatives — encompassing strategy formulation, execution, and change management.

Holding a Doctorate from XLRI Jamshedpur, a Master's in Finance, and a Bachelor's in Electrical Engineering, he has over 28 years of experience spanning:

- Management Consulting and IT Advisory
- Digital HR Transformation and Change Management
- HR Analytics, including AI in HR
- ERP/HCM Consulting

He is also a visiting faculty member at various management schools across India. His research interests include Strategic Human Resource Management (SHRM), HR Analytics, Digital HR adoption, and AI in HR.

ABOUT XLRI JAMSHEDPUR

Established in 1949 by Fr. Quinn Enright, S.J., XLRI (Xavier School of Management) is one of India's oldest and most esteemed management institutes. Located in the 'Steel City' of Jamshedpur, XLRI has evolved into an internationally renowned business school over the past six decades. With a rich legacy, it is ranked 10th among Indian management schools by NIRF in 2025 and holds global recognition, securing the 83rd position worldwide by the Financial Times. XLRI's commitment to excellence is further underscored by its AACSB and AMBA accreditations, along with a 100% placement record.



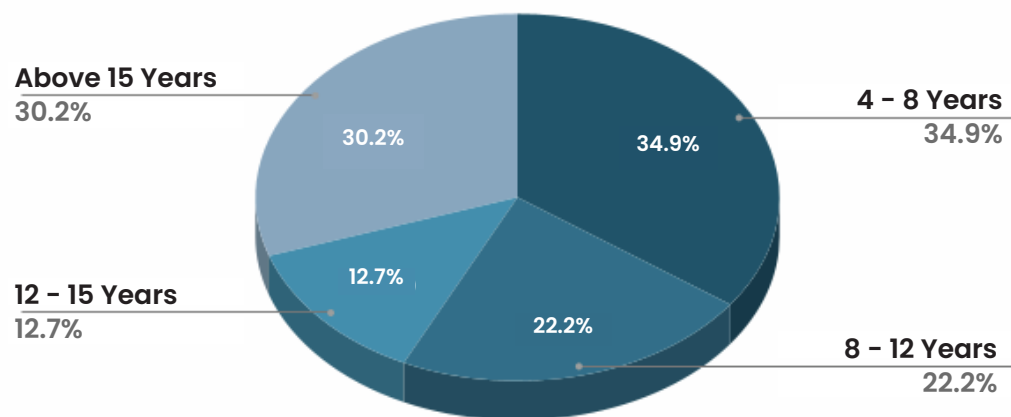
A SNAPSHOT OF THE PREVIOUS BATCH



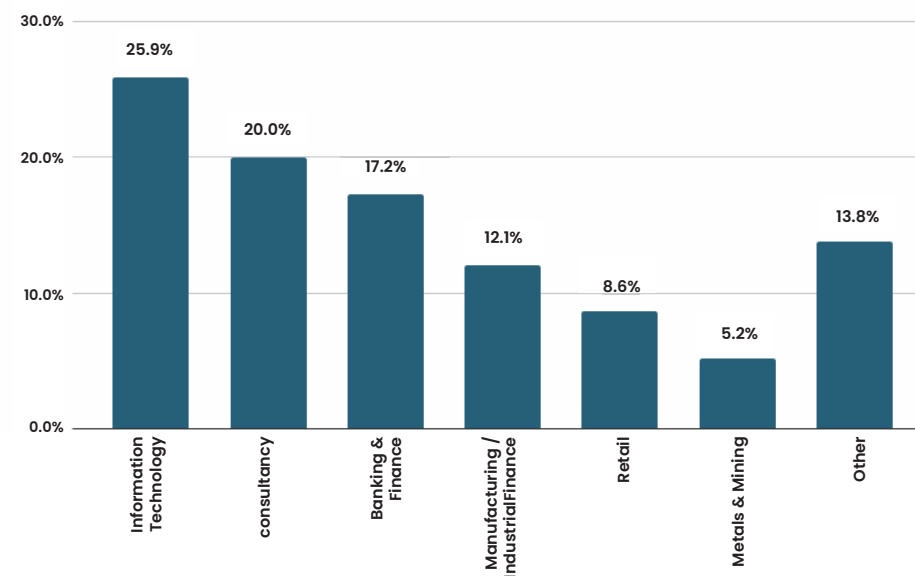
A CLOSER LOOK AT OUR LATEST COHORT'S DEMOGRAPHICS



Work Experience



Industry Representation



A CLOSER LOOK AT OUR LATEST COHORT'S DEMOGRAPHICS

Top Organizations Represented



Key Roles & Designations

Chief Human Resources Officer (CHRO) / HR Director

Vice President – HR

HR Manager / Lead –
Talent Acquisition

Learning & Development (L&D) Manager / Head –
HR Analytics / People Insights Manager

Zonal HR Head

Assistant General Manager (HR)

HR Operations & Admin

Senior Manager – HR / HR Business Partner

Analytics and HR Operations

Note:

- Past performance is not indicative of future results.
- All company names are trademarks or registered trademarks of their respective holders. The use of these names does not imply any affiliation with, or endorsement by, them.
- This is only a partial list.



ABOUT JARO EDUCATION



3,50,000+

Careers Transformed

150+

Programs from Diverse
Domains

30+

World's Leading
Academic Partners

23+

Learning Centres across India,
USA & Singapore

18+

Top NIRF Ranked Indian
Institutes & Universities

10+

Top QS Ranked Global
Institutes & Universities

Jaro Education is an edtech pioneer and online higher education company that specialises in executive education, serving as a liaison between the world's leading universities and institutes to create online and technology-driven programs. The company provides a quality bucket of online executive education programs catering to domains such as Doctorate & Ph.D., Analytics & Data Science, Management, Finance, etc., from renowned national and international institutions to meet the needs of working professionals. Our goal is to foster the growth of entrepreneurs and professionals at all levels, from entry-level to C-Suite, through world-class executive education programs.



e-India Awards

The Best ICT Enabled
Higher Education
Institute Award



Educational
Excellence Awards

Most Innovation &
Successful online MBA
Program in India



MODI Awards

Outstanding
Contribution in Online
Education



ABP Education
Awards

Best Digital Learning
Innovation Award



World HRD
Congress

National Best
Employer Accolade



World HRD
Congress

Edtech Leadership
Awards



Outlook Business Icon
Awards 2023

India's Most Trusted
Online Higher Education Company

CAREER ASSISTANCE BY JARO EDUCATION

Resume Building

We create ATS-friendly
resumes that highlight your
skills and achievements.

Linkedin Optimization

Enhance visibility
and connect with the industry
leaders.

Career Sessions

Jaro Connect offers
expert-led bootcamps
on industry trends.

Note: XLRI Jamshedpur and Jaro Education do not guarantee employment or career advancement; career services are provided solely by Jaro Education as guidance to help you manage your career proactively.



jaro education

Connect With Our Admission Expert Now

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www.jaroeducation.com

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