



J.C. Bose University of Science & Technology YMCA, Faridabad

(A Haryana State Government University)

(Established by Haryana State Legislative Act No. 21 of 2009 & Recognized by UGC Act 1956 u/s 22 to Confer Degrees)


Accredited 'A' Grade by NAAC

Department of Management Studies

Management Development Program on "HR Analytics"

Department of Management Studies, J.C. Bose University of Science & Technology, for the first time conducted Management Development Program on HR Analytics. As many as, thirty-five mid-level and above HR professionals from leading industries joined the two-day long program. HR professionals from companies i.e., Whirlpool of India Ltd., Hindware, Al Ras Group, Dubai etc attended the program to gain perspective on HR analytics. The program was inaugurated by Hon'ble Vice-Chancellor Prof. Dinesh Kumar in the presence of two eminent key-note speakers i.e., Dr Aquil Busrai, CEO of Aquil Busrai Consulting, has 48 years of experience in various HR roles in the industry and, Dr Tanaya Mishra, Global CHRO with Essar Projects, identified as one of 40 most aspirational HR Leaders of Asia by People Matters. Faculty from J. C. Bose University of Science & Technology, YMCA, Faridabad in association with resource persons from a management institute of repute jointly delivered the program in six sessions during the two-day program. The first session focussing on analytics for effective human resource management was taken up by Dr Manish Gupta, faculty from IBS Hyderabad who gave hands-on practice to the participants using JASP software. Mr Naveen Bhansali, an executive from Dell and IIM Bangalore alumnus, discussed behavioural modelling to predict renege, attrition analysis, automated HR system-Resume screening and scoring. The third session was taken by Mr Pratyush Banerjee, from TA PAI Management Institute, Manipal, who conducted the text sentiment analysis using orange software. The fourth session was taken up by Mr Ranjan, data scientist, J C Bose University of Science & Technology who trained participants on data cleaning and dashboard using excel. Further, the final two sessions were taken up by program directors Dr Sapna Taneja and Dr Sanjeev Goyal, faculty from J C Bose University of Science & Technology, YMCA Faridabad who discussed analysing employees' reactions using Scikit-learn. The program was attended with great enthusiasm and received good feedback from all the participants.

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PROF. DINESH KUMAR
HON'BLE VICE-CHANCELLOR, JC BOSE
UNIVERSITY OF SCIENCE & TECHNOLOGY,
YMCA, FARIDABAD

He has obtained PhD degree from Cambridge University and has published over 100 research papers.

Prof Dinesh Kumar is the recipient of Homi J. Medal which was given by our Hon'ble Prime Minister Narendra Modi Ji.

He has also been awarded with the title of "Rankb Shriromani Samman" by Rankbandhu Sahitya Akademi. He is also awarded with the title of "Most Eminent Vice Chancellor" by All India Council of Human Resource.

Under his leadership the University has reached new heights. It has achieved 'A' Grade accreditation by NAAC and NBA accreditation for various courses and made presence in NIRF ranking.



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He has obtained PhD degree from Cambridge University and has published over 100 research papers.

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Participants (52)

Find a participant

- Praveen Kumar (Co-Host)
- JCBowdST - YMCA, Faridabad (Host)
- Dinesh Kumar (Co-Host)
- Dr. Anjali Bhatnagar (Co-Host)
- Vikram Singh (Co-Host)
- Dr. Dr. Suresh Gang (Co-Host)
- Sangeeta Goyal (Co-Host)
- Dr. Sapna Taneja (Co-Host)
- Trishita (Co-Host)
- Samar Mahapatra
- Sudhanshu
- Vishal Kumar Mishra
- Yashraj Singh
- Pooja Rastogi
- Shruti Verma Anand
- Mangalika Thakur

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10:48 AM 11/08/2020



Recording

Speaker View

Dr. Aquil Buzrai

Vimlesh Ojha

Sanjeev Goyal

tmshra2

PARVAZE SOFI D...

J. Subash Nigam

Vikram Singh

33 Dr. suni garg

Dinesh Kumar

Ritu Meera

Dr. Manish

Sumant Kumar

Manoj Setty

Manjunath Th...

Meena Gohil

Sudheer

Dr. Sapna Taneja

Manish Kumar B...

Janendra Kumar...

JCBoseUST, YM...

5 Shaktivel

Samar Mahapatra

Vishakha Metrey

Puneet Bothra

Bandaru venkat...

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Zoom Meeting Participant ID: 528190

Recording

Speaker View

Vimlesh Ojha

Sanjeev Goyal

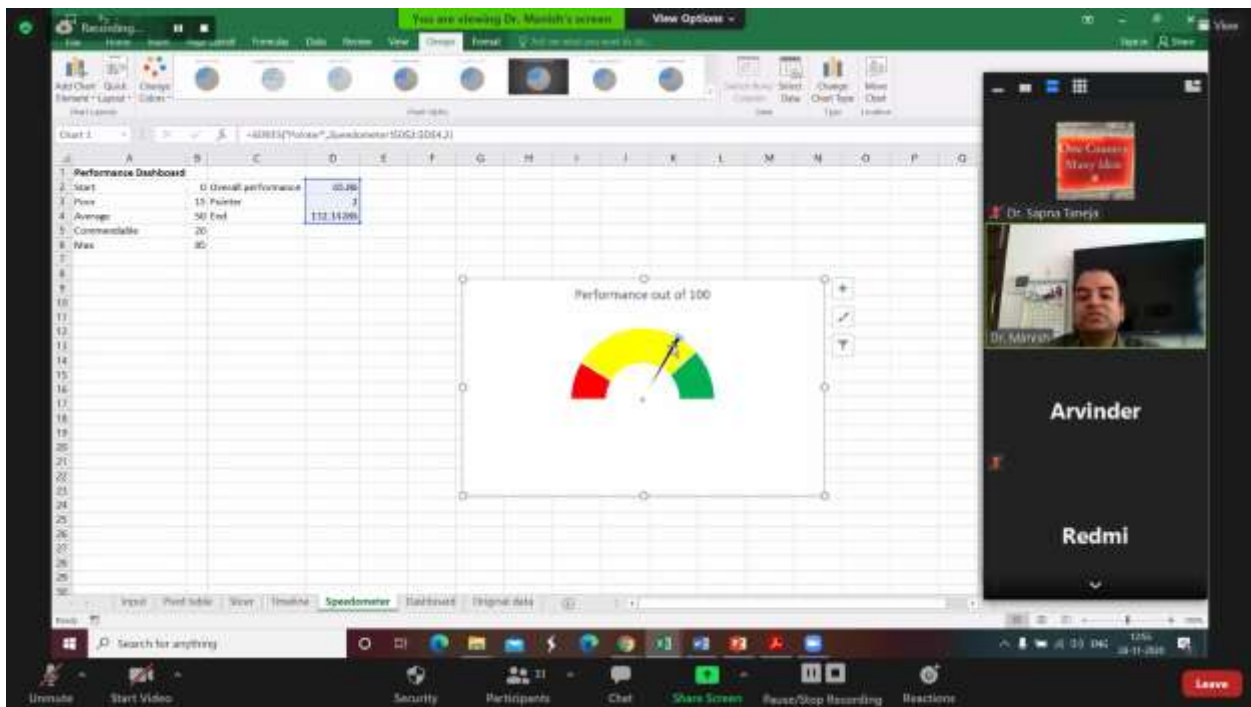
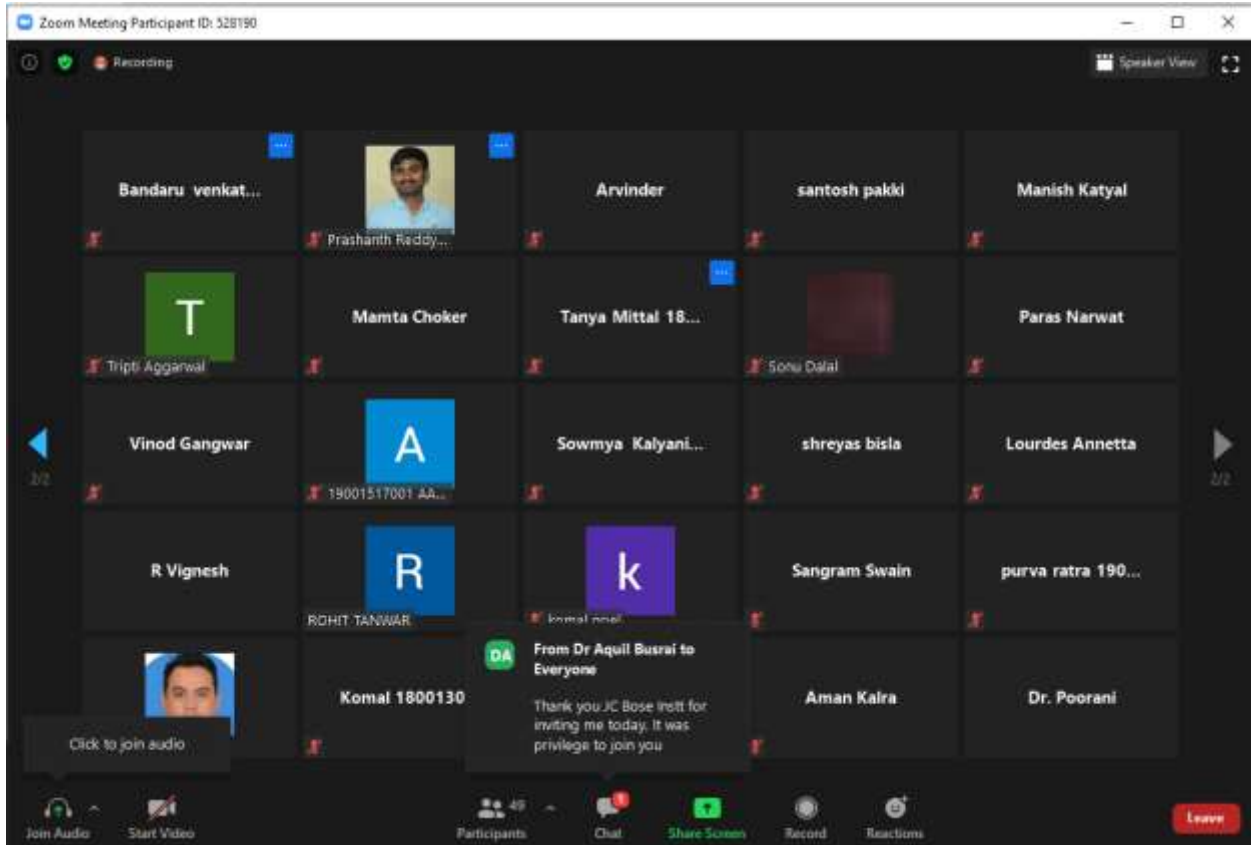
tmshra2

33 Dr. suni garg

Dinesh Kumar

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Data

- DOJ extended (Y/N)
- Duration to accept the offer (days)
- Notice period (days)
- Offered band (0-6)
- Percentage hike (CTC) expected
- Percentage hike offered (CTC)
- Joining bonus (Y/N)
- Gender
- Candidate source
- Relevant Experience (in years)
- LOB

Participants (29)

Find a participant

- ST Sapna Taneja (Co-host, me)
- ICBoisUST, YMCA, F. (Host)
- NB Naveen Bhanu... (Co-host)
- SG Sanjeev Goyal (Co-host)

Chat

can u send link?
how to get to the poll?

From Anvika to Everyone
Can we put the entire process of TA in automation

From Ito to FAIQ MOHD (Direct Message)
It was displayed on screen, probably u minimized it

FAIQ MOHD (Direct Message)
Type message here...

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Search | 11/28/2020 3:24 PM

Zoom Meeting | You are viewing Dr. Prayush Banerjee's screen | View Options

```

graph LR
    Corpus --> CorpusViewer[Corpus Viewer]
    Corpus --> ProcessText[Process Text]
    ProcessText --> BagOfWords[Bag of Words]
    ProcessText --> WordCloud[Word Cloud]
    ProcessText --> LapaticRegression[Lapatic Regression]
    BagOfWords --> SelectColumn[Select Column]
    BagOfWords --> Data[Data]
    Data --> Text[Text]
  
```

Model

- Content
- Classification
- Clustering
- Decision Tree
- Linear Regression
- Logistic Regression
- Naive Bayes
- Support Vector
- Neural Network

Text and Systems

Cross-validation accuracy estimator.

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Participants

- Sapna Taneja
- Dr. Prayush Banerjee
- ICBoisUST, YMCA, F.
- Manash Kumar...

Lecture_1_Logical - Excel (Product Activation Failed)

AND OR

"AND" checks if all arguments are true and returns TRUE value else returns FALSE value.
 "OR" checks if any of the conditions are true or not and returns TRUE value else returns FALSE value.

=AND(Logical 1, Logical 2, Logical 3, and so on..)
 =OR(Logical 1, Logical 2, Logical 3, and so on..)

Example

Students	Maths	Science	English	Maths score >100	>75 in all subjects	<35 in any one subject
Student 1	99	83	85	FALSE	TRUE	FALSE
Student 2	65	59	49	FALSE	FALSE	FALSE
Student 3	85	80	79	FALSE	TRUE	FALSE
Student 4	100	99	82	TRUE	TRUE	FALSE
Student 5	45	60	30	FALSE	FALSE	TRUE

Chat

From FAQ MCHD to Everyone: any guideline to develop suitable wight?

From Manjushri-Dhaksipat to Everyone: how you arrived to weights

From FAQ MCHD to Everyone: justification why choose 1.3 instead of 5?

From Pooel Botha to Everyone: Length will include spaces too. Can we have without space too. any formula?

localhost:8890/notebooks/Desktop/New%20folder/Python/Just%20for%20learning/Sales%20Predicti...

jupyter Sales Prediction using Linear Regression on S K Learn Last Checkpoint: 11/14/2019 (autosave)

1	2	44.5	39.3	45.1	10.4
2	3	17.2	45.9	88.3	8.3
3	4	151.5	41.3	58.5	18.5
4	5	180.8	10.8	58.4	12.9

```
In [4]: advert.info()
<class 'pandas.core.frame.DataFrame'>
RangeIndex: 200 entries, 0 to 199
Data columns (total 5 columns):
Unnamed: 0    200 non-null int64
TV            200 non-null float64
radio         200 non-null float64
newspaper    200 non-null float64
sales        200 non-null float64
dtypes: float64(4), int64(1)
memory usage: 7.9 KB
```

Remove the Index Column

```
In [5]: advert.columns
Out[5]: Index(['Unnamed: 0', 'TV', 'radio', 'newspaper', 'sales'], dtype='object')
```

Participants (27)

Find a participant

- Arvinder
- Bandaru venkata ramanao
- FAQ MCHD
- Lourdav Annetta 13
- Manish Kumar Bhattacharyya

Chat

From Pooel Botha to Everyone: Yes

From Manjushri-Dhaksipat to Everyone: yes

From Harshith Reddy 1 to Everyone: yes

From Sarmaat Kumar to Everyone: yes