

# How Many Specialists You Plan to Have in HR Diagnostic Studies?

- Organisation Climate Survey
- Training Need Assessment Survey
- 360 Degree Feedback Survey
- Compensation Satisfaction Survey
- Leadership Effectiveness Survey
- HR Effectiveness Survey
- New Hire Satisfaction Survey
- Organization Culture Survey
- People Engagement Survey and much more....

## Can Your Surveys Speak More Than Graphs



### **POWER HR FORUM**

Invites the HR Managers for a 3 days Program on

# Managing HR Research and Surveys

**Date : Mar 8-10, 2010 (Monday- Wednesday)**

Venue : Vikramshila Hall, Power Management Institute, 5-14, Sector 16A, Noida

# How to Position Questions and Synthesize Facts for People Decisions?

## Background:

Besides financial acumen and lean thinking, HR diagnostics and analytics have become a differential competency for any HR professional these days. Since HR research & surveys are the key ingredients in fact based decision making & reporting, hence the increasing depth of HR executives in these areas shall truly increase the credibility of HR as a strategic business partner.

To this end, smart and matured organizations these days have systems and exclusive setup in place to undertake many research and surveys on the fly covering from organizational diagnostic studies, readiness/ success assessment of any planned intervention in order to better align people and processes to the strategic business plan of the organization.

In the light of above, Power HR Forum is organizing this training program with the following objectives.

## Objectives:

After undergoing through this program, participants will be able to develop -

- Competency of question thinking (QT);
- Research Methodology;
- Secretes of writing a case study;
- Survey templates for 6-10 key areas like Training Need Assessment, 360 degree feedback, compensation satisfaction, HR effectiveness, organization culture etc.;
- Mode of interpreting key research and surveys for fact based decision making;
- Techniques of reporting the results to senior management for business decisions;
- Framework, setup and processes to carry out research and surveys with least time; and
- Ways to collect relevant information and develop case lets for continuous learning

## Eligibility:

Middle level HR Executives in Indian Power Sector.

## Facilitator:

The celebrated author, corporate consultant, trainer and recipient of many prestigious awards, Dr. Seema Sanghi, Director, Styrax Consultant Private Ltd. shall facilitate this program.

Dr. Sanghi is the former Director of FORE School of Management, New Delhi. Apart from her voluminous research and publications in behavioral sciences she is the author of one best selling title 'Handbook of Competency Mapping' and has coauthored the international best seller 'Organizational Behavior' XI Edition along with Stephens Robbins. She has undertaken numerous consultancy assignments for many companies like Alcatel, Maruti, HPCL, GHCL, Hindustan Sanitaryware etc. and Staff Dev Learning for WHO. She is a regular visiting faculty to many leading organisations in India including many Power Sector Undertakings.

## Program Fee:

The program is non-residential. The program fee of Rs 10,000/- Per Participant is to be forwarded by Cheque / Draft favoring "Power HR Forum" payable at New Delhi.

## Brief Program Schedule:

### Day 1

- Developing the Competency of Question Thinking (QT)
- Designing survey templates for 4-6 key areas like Organisation Climate Survey, Training Need Assessment Survey, 360 Degree Feedback Survey, Compensation Satisfaction Survey, Leadership Effectiveness Survey etc..

### Day 2

- Administration of survey and data collection
- Research Methodology- Result Analysis
- Interpreting key research and surveys for fact based decision making
- Analyzing information for case study

### Day 3

- Skills of developing case lets/study
- Presenting a case study
- Manner of reporting the results to senior management for business decisions.
- Designing the framework and setup to carry out the research / surveys/ case situations with least time

## For nomination / further details :

Konark Srivastava, Coordinator - Power HR Forum  
9868629403, powerhrforum@gmail.com

Designed by H. P. Pal  
hppal@hotmail.com

## FORUM MEMBER ORGANISATIONS

