



ACHARYA INSTITUTE OF GRADUATE STUDIES

(NAAC Re-accredited 'A+' and Affiliated to Dr. Manmohan Singh Bengaluru City University)

Soladevanahalli, Bengaluru-560107

DEPARTMENT OF MBA

Report Submission: 16/06/2026

Semester:	EVEN	Academic Year:	2025–26	Venue:	MBA Auditorium
Event		Time:	01:20 PM to 03:00 PM	Duration:	1 Hours 40mins
Date:	12/06/2026				

TYPE OF EVENT: WORKSHOP

EVENT NAME: TRANSFORMING HR DECISIONS THROUGH ANALYTICS: A HANDS-ON POWER BI WORKSHOP

Target Audience:	MBA 2nd SEM STUDENTS	Number of Participants:	55
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Objectives:

- To introduce students to the concept and significance of HR Analytics in modern organisations.
- To provide hands-on training in creating HR dashboards using Power BI.
- To develop students' skills in data visualisation and HR metrics analysis.
- To enable participants to make data-driven HR decisions through analytical insights.
- To enhance employability by familiarising students with industry-relevant analytical tools.

Program Introduction:

The Department of MBA, Acharya Institute of Graduate Studies, organized a workshop titled “Transforming HR Decisions Through Analytics: A Hands-on Power BI Workshop” to provide students with practical exposure to Human Resource Analytics and Business Intelligence tools. The workshop was coordinated by Ms. J. Jency Fernandez and conducted by Mr. Akash Krishna B, Assistant Professor, Department of MBA. The session focused on empowering students with analytical skills required to transform HR data into meaningful insights through the development of interactive dashboards using Microsoft Power BI.



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The workshop aligned with the department's objective of equipping students with contemporary analytical competencies required in the field of Human Resource Management and Business Analytics.

This programme helped students:

- Understand the fundamentals of HR Analytics and dashboard reporting.
- Learn the practical application of Power BI in HR decision-making.
- Develop skills in data visualisation and report generation.
- Gain experience in creating interactive HR dashboards.
- Enhance analytical and problem-solving capabilities using workforce data.

THEME OF THE EVENT:

"Empowering Future HR Leaders with Data-Driven Decision Making"

The workshop focused on equipping future HR professionals with the analytical skills and technological competencies needed to make informed, evidence-based HR decisions. Through hands-on experience with Power BI, participants learned how to transform workforce data into meaningful insights, enabling strategic decision-making, performance monitoring, talent management, and organisational effectiveness in the digital era.

RESOURCE PERSON:

Mr Akash Krishna B- Assistant Professor, Department of MBA, Acharya Institute of Graduate Studies

Detailed Report:

The workshop "Transforming HR Decisions Through Analytics: A Hands-on Power BI Workshop" commenced with a warm welcome extended to the participants and the resource person by the event coordinator, Ms. J. Jency Fernandez. In her introductory remarks, she highlighted the growing importance of Human Resource Analytics in today's data-driven business environment and emphasized how organizations are increasingly relying on analytical tools to make informed workforce decisions. She also stressed the significance of developing analytical competencies among management students to meet evolving industry expectations. The resource person, Mr. Akash Krishna B, Assistant Professor, Department of MBA, initiated the session by providing an overview of Human Resource Analytics and its transformative role



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in modern organizations. He explained how organizations are moving beyond traditional HR practices and embracing data-driven approaches to improve recruitment effectiveness, employee engagement, performance management, retention strategies, and workforce planning. The session provided students with a comprehensive understanding of how analytics can support strategic HR decision-making and contribute to organizational success.

A major highlight of the workshop was the hands-on training provided on Microsoft Power BI, one of the most widely used Business Intelligence and Data Visualization tools. The resource person introduced participants to the Power BI interface and demonstrated the various functionalities available for data analysis and reporting. Students were guided through the process of importing HR datasets, performing data cleaning and transformation, creating relationships among multiple data tables, and designing interactive dashboards.

During the practical session, participants actively worked on developing a comprehensive HR Dashboard that incorporated several key workforce metrics, including Employee Headcount Analysis, Gender Diversity Metrics, Department-wise Employee Distribution, Attrition Analysis, Employee Performance Indicators, Recruitment and Hiring Metrics, and Training and Development Statistics. The workshop provided step-by-step guidance on creating meaningful visualizations using charts, graphs, KPI cards, slicers, and filters to present HR data effectively.

Mr. Akash Krishna B further demonstrated advanced Power BI features such as data modeling, dashboard customization, drill-through analysis, and dynamic reporting techniques. Students learned how HR professionals can leverage dashboards to monitor organizational performance, identify workforce trends, track employee turnover patterns, and generate actionable insights for strategic decision-making.

The workshop was highly interactive, with participants actively engaging in discussions and seeking clarification on various aspects of HR Analytics, dashboard design, data interpretation, and career opportunities in HR Analytics and Business Analytics. The resource person addressed these queries with practical examples and real-world applications, helping students understand the relevance of analytics in solving organizational challenges.

The session concluded with participants successfully creating their own HR dashboards and gaining valuable hands-on experience in utilizing Power BI for workforce analytics. The workshop significantly enhanced students' understanding of data-driven decision-making and



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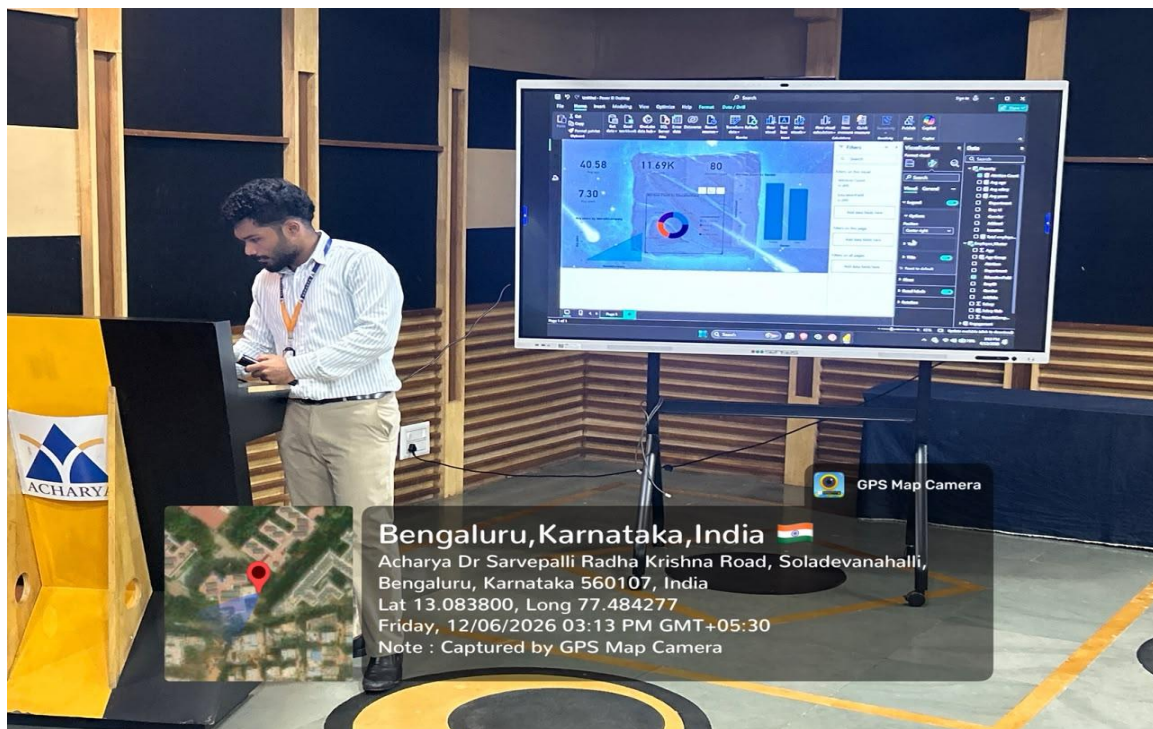
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equipped them with practical skills that are highly valued in today's competitive business landscape.

GEOTAGGED PHOTOGRAPHS:-



Welcome Address by the Student



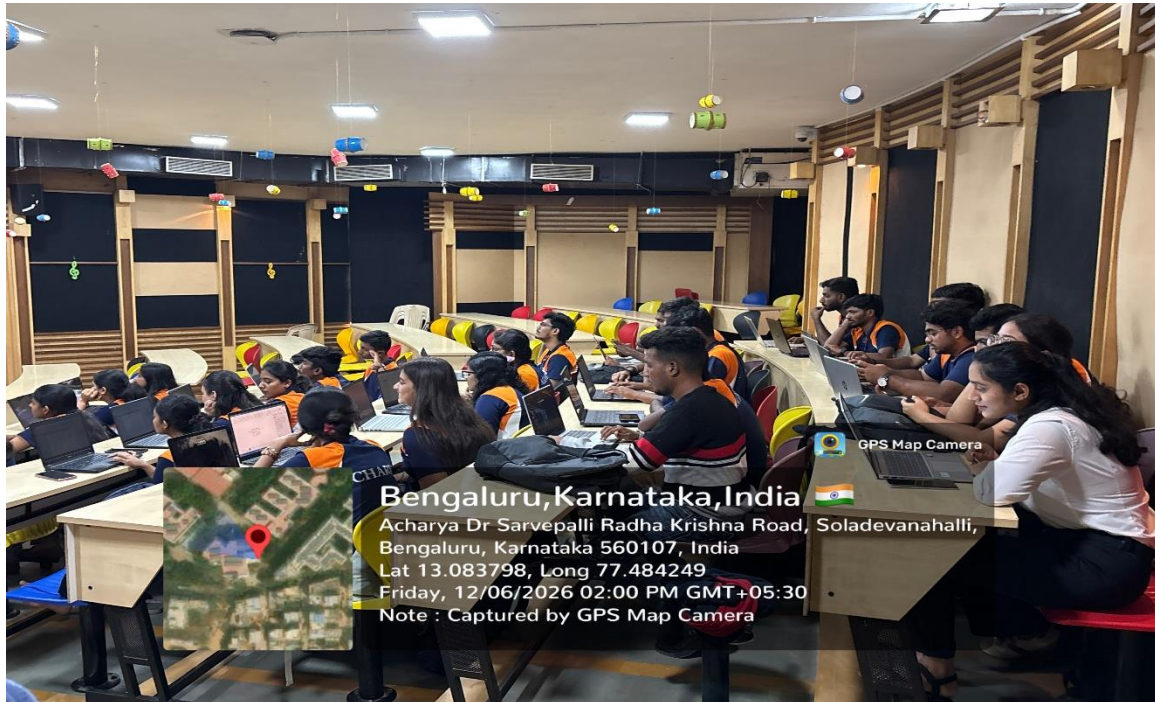
Hands-on Power BI Session



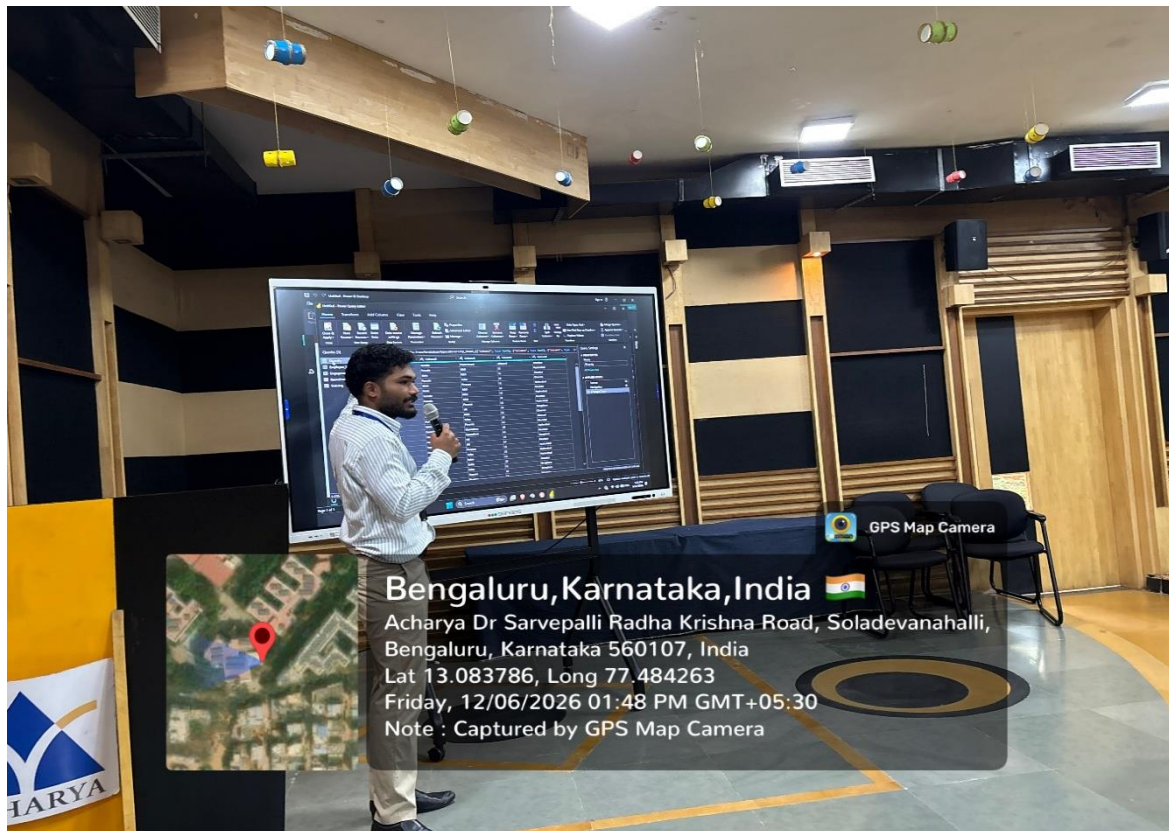
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Students working on HR Dashboard Development



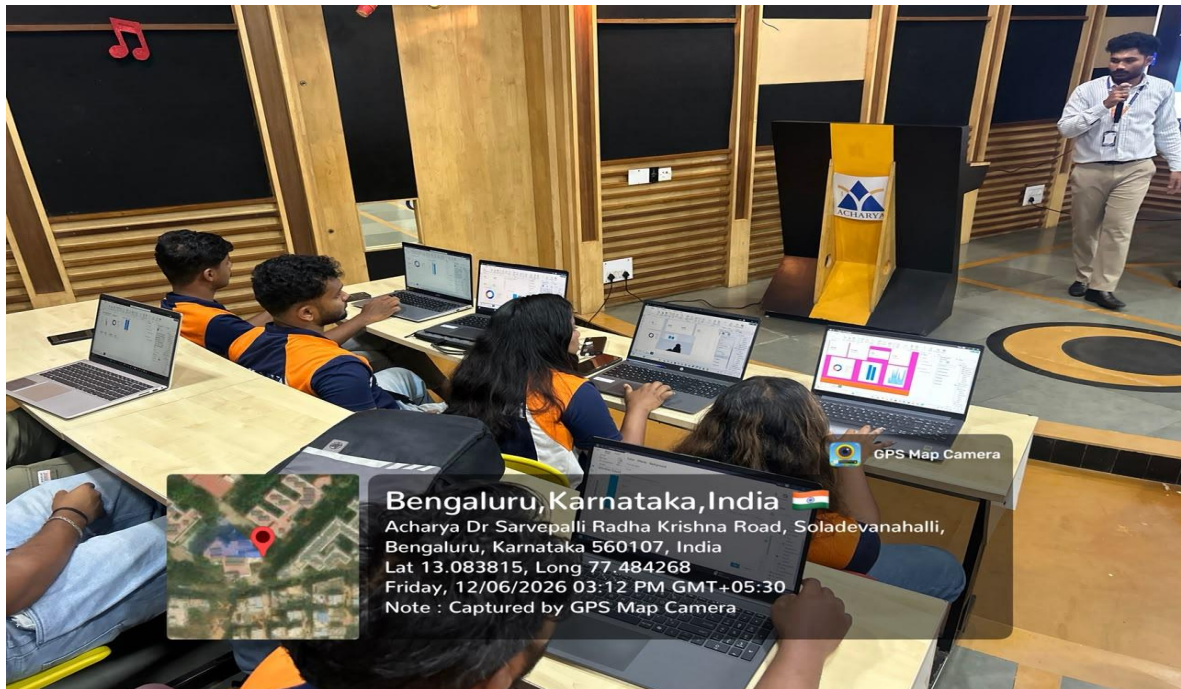
Interactive Question and Answer Session



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Students Presenting Dashboard Outputs



Group Photo at the end of the workshop on HR Analytics



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OUTCOMES:

- Students gained practical exposure to HR Analytics concepts and applications.
- Developed hands-on skills in using Microsoft Power BI for dashboard creation.
- Enhanced understanding of HR metrics and workforce analytics.
- Improved ability to interpret data and generate actionable business insights.
- Strengthened analytical thinking and data-driven decision-making skills.
- Gained industry-relevant competencies in Business Intelligence and HR Analytics.
- Increased awareness of career opportunities in HR Analytics and Data Analytics domains.

CONCLUSION:

The workshop “Transforming HR Decisions Through Analytics: A Hands-on Power BI Workshop” successfully provided participants with valuable practical exposure to HR Analytics and Power BI. The session enabled students to understand how analytical tools can support strategic HR decision-making and improve organizational effectiveness.

The hands-on approach adopted by Mr. Akash Krishna B helped participants gain confidence in using Power BI for dashboard development and workforce analysis. The workshop effectively bridged the gap between theoretical knowledge and practical application, contributing to students’ professional development and industry readiness.

The Department of MBA expresses its sincere appreciation to Mr. Akash Krishna B for conducting an insightful and engaging workshop and acknowledges the efforts of Ms. J. Jency Fernandez for successfully coordinating the event

Audience Feedback Rating

Based on the feedback collected from the 55 participants, the overall response to the workshop was highly positive. Excellent – 96.36% (53 Students) A vast majority of participants rated the workshop as excellent, stating that the session was highly engaging, practical, and beneficial for understanding HR Analytics and Power BI. Students particularly appreciated the hands-on learning approach, real-time dashboard creation, and the practical application of analytical concepts in Human Resource Management.



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Good – 3.64% (2 Students) A small number of participants rated the workshop as good and expressed that the session enhanced their knowledge of data visualization, dashboard reporting, and workforce analytics. They appreciated the interactive demonstrations and practical exercises conducted during the workshop.

