Intern Stump®

PRODUCT BROCHURE

LIVE COURSE

HR Analytics and Talent Acquisition

Learn HR analytics and modern talent acquisition through live mentor-led sessions. Build dashboards, predict attrition and hire smarter using Excel, Power BI, SQL and ATS tools, with portfolio projects.

Industry-Led Course | Applications Closed | Management

DURATION
3 Months

LEVEL
Beginner to Advanced

MODE
Live Online

LANGUAGE
English

BATCH STARTS
16 Nov 2026

ENROLMENT CLOSES
15 Nov 2026

COURSE FEE

₹7,999

~~₹25,000~~ - save 68% OFF

Scan the QR code on the back cover to view details & enrol

internstump.com

LIVE COURSE BROCHURE

Inside this brochure

Everything on the HR Analytics and Talent Acquisition page, in one document. Tap a section to jump to it.

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01 · AT A GLANCE

Course Overview

Learn HR analytics and modern talent acquisition through live mentor-led sessions. Build dashboards, predict attrition and hire smarter using Excel, Power BI, SQL and ATS tools, with portfolio projects.

This live, mentor-led course covers recruitment strategy, sourcing, screening, HR metrics, people analytics and workforce planning. You learn through hands-on projects with Excel, SQL, Power BI and Python basics, finishing with a job-ready portfolio for HR analyst and talent acquisition roles.

DURATION **3 Months**	LEVEL **Beginner to Advanced**
MODE **Live Online**	LANGUAGE **English**
BATCH STARTS **16 Nov 2026**	ENROLMENT CLOSES **15 Nov 2026**
RATING **5.0 / 5**	LEARNERS **234+ Learners Enrolled · Trusted by ambitious learners nationwide**

COURSE FEE

₹7,999

~~₹25,000~~ - save 68% OFF

Enrollment for Nov 2026 Batch closed on 15 Nov 2026.

Highlights

Industry-Led Upskilling Courses

Learn from industry professionals with years of real-world experience.

Personalized Mentorship

Get one-on-one guidance tailored to your career goals and aspirations.

Premium Resources

Access course materials, job portal, free events, challenges and learner 8C Appraisal reports.

Vibrant Community

Connect with like-minded peers and build lasting professional relationships.

02 · SIMPLE 3-STEP JOURNEY

How Our Courses Work

A structured, step-by-step path designed to take you from foundational learning to career success with industry guidance.

01

Step 1: Enroll & Get Started

Choose your course and complete the enrollment process. Access your learning materials instantly and join our community of learners.

- ✓ Instant access to course materials
- ✓ Personalized learning dashboard
- ✓ Welcome orientation session

02

Step 2: Learn & Practice

Engage with interactive lessons, live sessions, and hands-on projects. Learn from industry experts and apply your knowledge in real-world scenarios.

- ✓ Live classes with expert instructors
- ✓ Hands-on practical projects
- ✓ One-on-one mentorship support

03

Step 3: Complete & Get Certified

Finish your coursework, pass assessments, and receive your professional certificate. Launch your new career with confidence and credentials.

- ✓ Industry-recognized certificate
- ✓ Portfolio of completed projects
- ✓ Career placement assistance

03 · BEFORE YOU ENROLL

Eligibility & Prerequisites

Check who this course is designed for and what you should know before your first class.

WHO CAN JOIN

Eligibility

- ✓ Students from any stream seeking HR careers
- ✓ Fresh graduates targeting recruiter or HR analyst roles
- ✓ Working HR professionals wanting data skills
- ✓ Career switchers moving into people analytics

BEFORE YOU START

Prerequisites

- ✓ Basic computer and internet skills
- ✓ Comfort with simple spreadsheets
- ✓ Interest in HR and recruitment
- ✓ Willingness to practice with real datasets

04 · CAREER-READY SKILLS

Skills You Will Gain

Hands-on skills you will practise in live classes, assignments and projects throughout the course.

Talent Acquisition | Recruitment Strategy | Boolean Sourcing | Resume Screening | Structured Interviewing | Candidate Experience | Employer Branding | HR Metrics | Attrition Analysis | Workforce Planning | Compensation Analytics | Employee Engagement Analysis | Excel for HR | SQL Basics | Power BI Dashboards | Data Storytelling

05 · PRODUCT ECOSYSTEM ARCHITECTURE

How we designed our Product?

An all-in-one ed-tech ecosystem carefully engineered to bridge learning, practical skill assessment, career guidance, and employment.

WORLD'S FIRST FEATURE

8C Appraisal Report

Proprietary evaluation matrix measuring holistic performance across 8 career pillars for authentic proof-of-work.

- Communication
- Configuration
- Chronicle
- Completeness
- Cognizance
- Conception
- Comprehension
- Case Study

Industry Validated · 100% Data Score

SUBJECT MATTER EXPERT AI

Insyrio AI

Get instant 24/7 doubt solving and concept clarifications directly from our specialized AI trained on your enrolled courses.

- ✓ 24/7 Course-Specific SME Assistant
- ✓ Instant Step-by-Step Doubt Resolution

Instant Learning Support

GAMIFIED REWARDS

iSure Coins

Use iSure Coins for AI career tools, masterclasses and CertiQ - and part-pay your course fee with them.

- ✓ Earn Perks & Rewards · Pay with Coins

Redeem Rewards Store

AI ENGINE

AI Career Diagnosis

Algorithmic analysis mapping strengths, gaps, and tailored pathways for industry roles.

- ✓ Skill Gap Mapping

Personalized Roadmap

CURRICULUM

Industry-Led Courses

Handcrafted learning modules built directly alongside senior engineering, design, and management leads.

Practical Frameworks

LIVE

Live Classes

Interactive classrooms with live chat, code walk-throughs, and real-time engagement.

Real-time Q&A Support

AUTO-SCAN

AI Resume ATS

Instant ATS optimization scanner ensuring your resume passes screening software effortlessly.

High Parser Score

PRACTICAL

Assignments

Industry-grade project briefs with detailed feedback and grading from experienced mentors.

Code & Work Reviews

WEEKLY

Challenges

Weekly hackathons, coding sprints, and design contests to test your problem-solving skills.

Leaderboard Ranking

NETWORKING

Events

Exclusive expert keynotes, career fairs, and interactive networking workshops.

Free Community Pass

1-ON-1

Live Mentorship

Direct one-on-one video guidance sessions with experienced industry practitioners.

Personalized Growth

TRACKING

Attendance

Class-by-class attendance tracking to ensure disciplined, consistent progression.

Attendance Reports

HIRING

Jobs

Direct hiring pipeline connecting top-performing learners directly with recruiter managers.

Exclusive Placements

FREE ACCESS

Free Books

Curated digital library filled with essential tech, management, and soft-skill books.

Instant Digital Library

ARTICLES

Blog

In-depth technical tutorials, industry trend analysis, and career growth strategies.

Updated Weekly

FREE ACCESS

Free Study Material

Downloadable cheat sheets, interview preparation guides, templates, and revision notes.

One-Click Downloads

06 · COURSE CURRICULUM

What You Will Learn

A carefully sequenced curriculum - every section breaks into modules and hands-on topics taught live by industry experts.

6	34	170	9
SECTIONS	MODULES	TOPICS	PROJECTS

NO.	MODULE	TOPICS		SESSIONS
SECTION 01 · 5 modules · 25 topics **Foundations of HR and Talent Acquisition** This section builds a solid base in modern HR functions, workforce planning, recruitment strategy, and the core data concepts that power talent decisions.				
M1.1	**Understanding the Modern HR Function** Learners explore the structure, purpose, and evolving role of HR within contemporary organizations.	1	The Evolution of Human Resources	1 – 5 · 5 sessions
		2	Core HR Functions and Responsibilities	
		3	HR Roles and Career Pathways	
		4	HR as a Business Partner	
		5	Organizational Structures and Culture	
M1.2	**Workforce Planning Essentials** Learners discover how organizations forecast, plan, and align talent supply with business demand.	1	Introduction to Strategic Workforce Planning	6 – 10 · 5 sessions
		2	Demand and Supply Forecasting	
		3	Headcount Budgeting and Requisition Approval	
		4	Skills Inventories and Gap Assessment	
		5	Succession and Contingency Planning	
M1.3	**Talent Acquisition Strategy** Learners study how to design a recruitment strategy that attracts the right candidates efficiently.	1	The Talent Acquisition Lifecycle	11 – 15 · 5 sessions
		2	Employer Branding and Candidate Attraction	
		3	Sourcing Channels and Techniques	
		4	Job Analysis and Writing Effective Job Descriptions	
		5	Working with Hiring Managers	

NO.	MODULE	TOPICS		SESSIONS
M1.4	**Screening, Selection, and Candidate Experience** Learners practice fair and structured methods for evaluating candidates while delivering a positive experience.	1	Resume Screening and Shortlisting	**16 – 20** · 5 sessions
		2	Structured Interviewing Methods	
		3	Assessments and Selection Tools	
		4	Reducing Bias in Hiring	
		5	Candidate Experience and Offer Management	
M1.5	**HR Data Fundamentals** Learners gain a working understanding of the data types, sources, and quality standards behind HR analytics.	1	Introduction to HR Analytics	**21 – 25** · 5 sessions
		2	HR Data Sources and HRIS Basics	
		3	Data Types, Cleaning, and Quality	
		4	Core HR Metrics and KPIs	
		5	Data Privacy, Ethics, and Compliance in HR	
SECTION 02 · 5 modules · 25 topics **Sourcing, Screening and Interviewing** This section teaches learners to find candidates across multiple channels, screen them fairly and efficiently, and run structured interviews that lead to confident hiring decisions.				
M2.1	**Talent Sourcing Strategies** Learners explore the main channels and methods used to build a steady pipeline of qualified candidates.	1	Mapping Sourcing Channels	**26 – 30** · 5 sessions
		2	Boolean Search and X-Ray Techniques	
		3	Passive Candidate Outreach	
		4	Employee Referral Programs	
		5	Building Talent Pools and Pipelines	
M2.2	**Job Descriptions and Employer Branding** Learners create clear, inclusive job content and a compelling employer image that attracts the right applicants.	1	Writing Effective Job Descriptions	**31 – 35** · 5 sessions
		2	Inclusive and Bias-Free Language	
		3	Employee Value Proposition	
		4	Career Pages and Social Recruiting	
		5	Measuring Employer Brand Impact	
M2.3	**Resume Screening and Shortlisting** Learners practice evaluating applications consistently and using tools to manage high volumes.	1	Reading Resumes with Purpose	**36 – 40** · 5 sessions
		2	Building Screening Scorecards	
		3	Applicant Tracking Systems Essentials	
		4	AI and Automation in Screening	
		5	Phone and Video Pre-Screens	

NO.	MODULE	TOPICS	SESSIONS
M2.4	**Structured Interviewing** Learners design and conduct interviews that are consistent, job-relevant and predictive of performance.	1 Interview Formats and When to Use Them 2 Competency Framework and Question Design 3 Behavioral and Situational Questions 4 Panel Interview Coordination 5 Virtual Interview Practice	**41 – 45** · 5 sessions
M2.5	**Assessments and Selection Methods** Learners evaluate and apply tests and exercises that add objective evidence to hiring decisions.	1 Types of Pre-Employment Assessments 2 Validity, Reliability and Fairness 3 Work Samples and Case Exercises 4 Reference and Background Checks 5 Making the Final Selection Decision	**46 – 50** · 5 sessions

SECTION 03 · 6 modules · 30 topics

HR Data Handling with Excel and SQL

Learners build practical skills in cleaning, analyzing and querying HR and recruitment data using Excel and SQL, progressing from spreadsheet basics to advanced analytical queries.

NO.	MODULE	TOPICS	SESSIONS
M3.1	**Excel Essentials for HR Data** Learners get comfortable with the Excel environment and learn to organize HR records in a structured and reliable way.	1 Navigating Excel for HR Workflows 2 Structuring Employee and Candidate Records 3 Formatting and Data Validation 4 Sorting and Filtering Workforce Data 5 Tables, Named Ranges and Protection	**51 – 55** · 5 sessions
M3.2	**Data Cleaning and Preparation** Learners turn messy exports from HR systems into analysis-ready datasets.	1 Spotting Data Quality Issues in HR Files 2 Cleaning Text with Excel Functions 3 Handling Dates, Tenure and Age Fields 4 Removing Duplicates and Managing Missing Values 5 Power Query for Repeatable Cleaning	**56 – 60** · 5 sessions

NO.	MODULE	TOPICS	SESSIONS
M3.3	**Formulas and Functions for HR Analysis** Learners use core and advanced Excel formulas to calculate common HR metrics.	1 Logical Functions for HR Rules 2 Summarizing with COUNTIFS and SUMIFS 3 Lookups with XLOOKUP and INDEX MATCH 4 Calculating Core HR Metrics 5 Dynamic Arrays and Advanced Formulas	**61 – 65** · 5 sessions
M3.4	**Pivot Tables and Dashboard Basics** Learners summarize large HR datasets and present insights visually in Excel.	1 Building Pivot Tables for Workforce Summaries 2 Grouping, Calculated Fields and Slicers 3 Charts for Recruitment and Retention Data 4 Designing an HR Dashboard in Excel 5 Conditional Formatting and Reporting Best Practices	**66 – 70** · 5 sessions
M3.5	**SQL Fundamentals for HR Databases** Learners learn to retrieve and shape data from relational HR databases using core SQL.	1 Introduction to Relational HR Databases 2 Retrieving Data with SELECT and WHERE 3 Sorting, Limiting and Using Expressions 4 Aggregating Data with GROUP BY 5 Joining HR Tables	**71 – 75** · 5 sessions
M3.6	**Advanced SQL for Talent Analytics** Learners apply advanced SQL techniques to answer complex talent acquisition and retention questions while following data governance practices.	1 Subqueries and Common Table Expressions 2 Window Functions for Ranking and Trends 3 Building Recruitment Funnel and Cohort Queries 4 Data Privacy, Security and Ethical Handling 5 Connecting SQL and Excel in an End to End Workflow	**76 – 80** · 5 sessions

NO.	MODULE	TOPICS		SESSIONS
SECTION 04 · 6 modules · 30 topics **HR Metrics and Dashboards with Power BI** Learners build interactive HR dashboards in Power BI, moving from core workforce and recruitment metrics to advanced DAX modelling, storytelling and secure sharing.				
M4.1	**Power BI Fundamentals for HR Professionals** Learners get comfortable with the Power BI environment and connect it to the HR data they prepared earlier.	1	Introduction to the Power BI Ecosystem	**81 – 85** · 5 sessions
		2	Connecting to HR Data Sources	
		3	Cleaning HR Data with Power Query	
		4	Building Your First HR Report	
		5	Understanding Fields, Filters and Slicers	
M4.2	**Data Modelling for HR Analytics** Learners design clean data models that make HR calculations accurate and reusable.	1	Star Schema Concepts for HR Data	**86 – 90** · 5 sessions
		2	Creating Relationships Between HR Tables	
		3	Building a Date Table for Workforce Analysis	
		4	Handling Hierarchies and Org Structures	
		5	Model Optimisation and Data Governance Basics	
M4.3	**DAX for HR Metrics** Learners write DAX measures to calculate the key numbers HR teams report on every month.	1	DAX Basics: Measures and Calculated Columns	**91 – 95** · 5 sessions
		2	Context and the CALCULATE Function	
		3	Calculating Headcount and Attrition Rate	
		4	Time Intelligence for Workforce Trends	
		5	Advanced DAX: Variables, Iterators and Tenure Calculations	
M4.4	**Recruitment and Talent Acquisition Dashboards** Learners turn hiring data into dashboards that track funnel performance, cost and quality.	1	Defining Key Recruitment KPIs	**96 – 100** · 5 sessions
		2	Visualising the Hiring Funnel	
		3	Source Effectiveness and Channel ROI	
		4	Quality of Hire and Early Attrition Analysis	
		5	Diversity Hiring and Pipeline Dashboards	

NO.	MODULE	TOPICS	SESSIONS
M4.5	**Workforce and Employee Experience Dashboards** Learners create dashboards covering the wider employee lifecycle, from engagement to compensation.	1 Workforce Composition and Demographics Dashboard 2 Attrition and Retention Deep Dive 3 Engagement and Survey Analytics 4 Compensation and Pay Equity Reporting 5 Absenteeism, Productivity and Learning Metrics	**101 – 105** · 5 sessions
M4.6	**Storytelling, Publishing and Security** Learners polish dashboards for executives and learn to share them securely and sustainably.	1 Dashboard Design Principles and Data Storytelling 2 Advanced Interactivity: Bookmarks, Tooltips and Drillthrough 3 Publishing and Sharing in Power BI Service 4 Row-Level Security for Confidential HR Data 5 Capstone: End-to-End HR Analytics Dashboard	**106 – 110** · 5 sessions

SECTION 05 · 6 modules · 30 topics

Predictive People Analytics and Workforce Planning

Learners move from descriptive HR reporting to forecasting attrition, hiring demand and workforce needs using statistical and machine learning methods and apply them to real planning decisions.

NO.	MODULE	TOPICS	SESSIONS
M5.1	**Statistical Foundations for People Analytics** Learners build the statistical thinking needed to test HR hypotheses and interpret results with confidence.	1 Descriptive Statistics for HR Datasets 2 Probability and Sampling in Workforce Data 3 Hypothesis Testing for HR Questions 4 Correlation and Causation in Employee Data 5 Regression Basics for HR Analysts	**111 – 115** · 5 sessions

NO.	MODULE	TOPICS	SESSIONS
M5.2	**Attrition and Retention Prediction** Learners build and evaluate models that identify employees at risk of leaving and the reasons behind it.	1 Defining and Measuring Attrition 2 Feature Engineering for Turnover Models 3 Logistic Regression for Attrition Risk 4 Tree-Based Models and Random Forests 5 Evaluating and Acting on Retention Models	**116 – 120** · 5 sessions
M5.3	**Predictive Analytics in Talent Acquisition** Learners apply forecasting and modeling to hiring funnels, candidate quality and recruiting performance.	1 Forecasting Hiring Demand 2 Predicting Time to Fill and Time to Hire 3 Quality of Hire Prediction 4 Source Effectiveness and Channel Optimization 5 Funnel Conversion Modeling	**121 – 125** · 5 sessions
M5.4	**Strategic Workforce Planning** Learners translate business strategy into forward-looking headcount and skills plans.	1 Workforce Planning Frameworks 2 Headcount Forecasting Models 3 Internal Supply Analysis and Succession Pipelines 4 Skills Gap and Capability Analysis 5 Scenario Planning and Sensitivity Analysis	**126 – 130** · 5 sessions
M5.5	**Advanced Modeling for Employee Experience and Performance** Learners use advanced techniques to uncover patterns in engagement, performance and organizational behavior.	1 Employee Segmentation with Clustering 2 Text Analytics on Survey Comments 3 Sentiment Analysis for Engagement Insights 4 Performance and Productivity Drivers 5 Organizational Network Analysis	**131 – 135** · 5 sessions

NO.	MODULE	TOPICS	SESSIONS
M5.6	**Ethical Deployment and Business Impact of Predictive HR Models** Learners learn to deploy predictive models responsibly and communicate their value to decision makers.	1 Bias and Fairness in HR Algorithms 2 Privacy, Consent and Data Governance 3 Explainable Models for HR Decisions 4 Building the Business Case and ROI 5 Capstone Workshop on Predictive HR Storytelling	**136 – 140** · 5 sessions

SECTION 06 · 6 modules · 30 topics

Capstone Project and Career Preparation

Learners apply their HR analytics and talent acquisition skills to a complete capstone project and then prepare for the job market with a strong portfolio, interview readiness and a clear career plan.

NO.	MODULE	TOPICS	SESSIONS
M6.1	**Capstone Project Planning and Scoping** Learners define a real-world HR problem and design a structured plan for solving it with data.	1 Selecting a Capstone Business Problem 2 Defining Objectives and Success Criteria 3 Identifying Data Sources and Stakeholders 4 Project Roadmap and Timeline Design 5 Ethics, Privacy and Compliance Review	**141 – 145** · 5 sessions
M6.2	**Data Preparation and Analysis Execution** Learners prepare their project data and carry out the core analysis using the tools learned earlier.	1 Data Cleaning and Validation Workshop 2 Querying and Structuring Data with SQL 3 Exploratory Analysis of Talent Data 4 Applying Predictive Models to the Project 5 Mentor Review and Analysis Refinement	**146 – 150** · 5 sessions

NO.	MODULE	TOPICS	SESSIONS
M6.3	**Dashboards and Data Storytelling** Learners turn their analysis into clear dashboards and persuasive stories for HR leaders.	1 Designing the Capstone Power BI Dashboard 2 Crafting a Data Story for HR Leaders 3 Turning Insights into Recommendations 4 Writing the Project Report 5 Presentation Skills and Delivery Practice	**151 – 155** · 5 sessions
M6.4	**Capstone Presentation and Evaluation** Learners present their projects and receive structured evaluation and reflection.	1 Capstone Presentation Day Part One 2 Capstone Presentation Day Part Two 3 Rubric Based Evaluation and Feedback 4 Project Lessons Learned and Reflection 5 Finalizing Deliverables for Publication	**156 – 160** · 5 sessions
M6.5	**Portfolio, Resume and Personal Branding** Learners present their skills professionally to employers in HR analytics and talent acquisition roles.	1 Building an HR Analytics Portfolio 2 Resume Writing for HR and Analytics Roles 3 Optimizing LinkedIn and Online Presence 4 Networking and Informational Outreach 5 Cover Letters and Application Strategy	**161 – 165** · 5 sessions
M6.6	**Interview Readiness and Career Pathways** Learners prepare for interviews and map out long term career growth in HR and people analytics.	1 Behavioral and Situational Interview Practice 2 Technical Interview Prep for Analytics Roles 3 Mock Interviews with Panel Feedback 4 Salary Negotiation and Offer Evaluation 5 Career Roadmap and Continuous Learning Plan	**166 – 170** · 5 sessions

07 · PLACEMENT TRAINING

Our Placement Support Services

Placement Training comes with the Placement Assistance plan. Once your course is completed, our placement trainers take you through these six live sessions one by one - finish all six to earn the Placement Training Completion Certificate.

01

Complete your course

Placement Training starts after course completion

02

6 sessions, one by one

Each step is scheduled after the previous one is done

03

Get certified

Placement Training Completion Certificate

STEP 1 OF 6 · LIVE SESSION

1:1 Mock Interview

A live one-to-one mock interview with an industry expert, followed by honest feedback on your answers, confidence and presence.

- ✓ Technical & HR round simulation
- ✓ Questions from your course domain
- ✓ Body language & confidence pointers
- ✓ Personal improvement checklist

1:1 Live · Online · Feedback

After course completion · live with a placement trainer

STEP 2 OF 6 · EXPERT REVIEW

Resume Optimization

Your resume reviewed line by line and reshaped into a clear, ATS-friendly profile that highlights your projects and skills.

- ✓ Structure & format review
- ✓ Impact-focused bullet points
- ✓ Course projects showcased
- ✓ Keywords for your target roles

ATS-Ready · Projects · Rewrite

After course completion · live with a placement trainer

STEP 3 OF 6 · PROFILE MAKEOVER

LinkedIn Optimization

Headline, About, skills and featured work tuned so recruiters can find you and quickly see what you can do.

- ✓ Headline & About section
- ✓ Skills & endorsements plan
- ✓ Featured projects & certificates
- ✓ Networking & outreach tips

Discoverable | Skills | Network

After course completion · live with a placement trainer

STEP 4 OF 6 · INDUSTRY-LED

Career-Led Workshop

A practical workshop on job search strategy, applications, interviews and how hiring works in your domain.

- ✓ Finding the right openings
- ✓ Applications that get replies
- ✓ Interview rounds explained
- ✓ Offer & joining essentials

Job Search | Live | Hiring Process

After course completion · live with a placement trainer

STEP 5 OF 6 · MENTOR-LED

Career-Led Mentorship

Personal guidance from an industry mentor on roles, growth paths and your next career moves.

- ✓ Role & domain fit discussion
- ✓ Personal career roadmap
- ✓ Skill gaps to close next
- ✓ Answers to your career questions

1:1 Mentor | Career Path | Growth

After course completion · live with a placement trainer

STEP 6 OF 6 · COMMUNICATION

Industrial Communication Training

Workplace communication that employers expect: emails, meetings, presentations and professional etiquette.

- ✓ Professional emails & messages
- ✓ Meetings & stand-up updates
- ✓ Presenting your work clearly
- ✓ Workplace etiquette & teamwork

Emails | Speaking | Workplace

After course completion · live with a placement trainer

Placement Training Completion Certificate

Complete all six sessions to receive a verifiable certificate listing every training you finished - share it with recruiters along with your course certificate.

08 · SMES

Meet Our SME Board Members

Expert professionals guiding your journey through real-world industry knowledge and practical experience.



SME BOARD MEMBER · SENIOR SME

Dimpu Sarath Kumar

Managing Director and CEO

Intern Stump Solutions · Subject Matter Expert

Meet Dimpu Sarath Kumar, Founder & CEO of Intern Stump, empowering the next generation through educational innovation and research

Dimpu Sarath Kumar is the Founder and CEO of Intern Stump. He is an education entrepreneur, researcher, and academician committed to transforming learning, skill acquisition, and workforce readiness across India. He is currently a Ph.D. Scholar in Human Resource Management at SR University, where his research focuses on strategic HRM, organizational behavior, talent development, and people-centric leadership practices.



SME BOARD MEMBER · SENIOR SME

Venkata Ravali

Product Specialist

Telebu formerly SMS Country · Subject Matter Expert

Steering SME partnership strategies, platform growth models, and institutional business expansion initiatives.

Leading product strategy and development initiatives, with a primary focus on product specialization, feature planning, user experience enhancement, and market alignment. Supporting SME partnership strategies, platform growth models, and institutional business expansion to strengthen product adoption and drive sustainable business growth.



SME BOARD MEMBER · ASSOCIATE SME

Subhani Shaik

Vice President, HR and Operations

Intern Stump Solutions · Associate Subject Matter Expert

Directing organizational workflow, talent acquisition, internal operations, and continuous operational quality improvement.

Overseeing organizational workflows, human resource management, talent acquisition, and internal operations to ensure efficiency and productivity. Driving process optimization, workforce coordination, policy implementation, and continuous operational quality improvement to support organizational growth and excellence.

09 · TOOLS AND TECHNIQUES

Key Tools and Techniques

Master industry-standard methodologies used by top-tier professionals, gaining practical exposure to tools, frameworks, and strategies for results.

INDUSTRY STANDARD 01

Microsoft Excel

Used for cleaning HR data, pivot tables and quick analysis of hiring and payroll records.

MUST HAVE 02

SQL

Used to query employee and applicant databases and join HR tables for reporting.

TOP PICK 03

Power BI

Used to build interactive dashboards for recruitment funnels and workforce metrics.

ADVANCED SKILL 04

Python with Pandas

Used for data wrangling and building basic predictive models on employee data.

JOB READY 05

Applicant Tracking Systems

Practice managing requisitions, pipelines and candidate stages in ATS workflows such as Zoho Recruit.

SOURCING 06

LinkedIn Recruiter and Boolean Search

Techniques for finding and engaging passive candidates efficiently.

BEST PRACTICE 07

Structured Interviewing

A technique using scorecards and consistent questions to make fair, comparable hiring decisions.

PREDICTIVE 08

Logistic Regression

A statistical technique used to estimate the probability of attrition or offer acceptance.

COMMUNICATION 09

Data Storytelling

A technique for turning HR numbers into clear insights and recommendations for leaders.

Many More Tools Integrated in Curriculum

10 · COURSE PROJECTS

Projects You Will Work On

Build a strong portfolio by working on industry-relevant projects that simulate real job scenarios, helping you gain confidence and career-ready skills.

INDUSTRY-LED PROJECT 01

Job Description and Hiring Plan

Draft role-specific job descriptions and a hiring plan with timelines and headcount. Define competencies and scorecards for each role.

Duration: 6-10 hours

INDUSTRY-LED PROJECT 02

Boolean Sourcing Sprint

Build Boolean search strings to source candidates on LinkedIn and job portals. Create a talent pool tracker with quality ratings.

Duration: 6-10 hours

INDUSTRY-LED PROJECT 03

Resume Screening Matrix

Design a weighted scoring matrix to shortlist candidates from a sample batch of resumes. Document bias-reduction practices applied.

Duration: 6-10 hours

INDUSTRY-LED PROJECT 04

Structured Interview Kit

Create behavioural and technical question banks with rating rubrics. Run mock interviews and calibrate scores with peers.

Duration: 6-10 hours

INDUSTRY-LED PROJECT 05

Recruitment Funnel Dashboard

Build a Power BI dashboard showing time-to-hire, cost-per-hire and source effectiveness. Add filters by department and role.

Duration: 8-12 hours

INDUSTRY-LED PROJECT 06

Attrition Analysis Report

Analyse an employee dataset with SQL and Excel to find attrition drivers. Present findings and retention recommendations.

Duration: 8-12 hours

INDUSTRY-LED PROJECT 07

Attrition Prediction Model

Use Python to train a simple logistic regression model that flags employees at risk of leaving. Evaluate accuracy and explain key factors.

Duration: 8-12 hours

INDUSTRY-LED PROJECT 08

Compensation and Pay Equity Study

Analyse salary bands and compare pay across roles and gender. Recommend adjustments backed by charts and statistics.

Duration: 6-10 hours

INDUSTRY-LED PROJECT

09

Capstone: End-to-End HR Analytics Case

Solve a complete hiring and retention case for a mock company. Deliver a dashboard, a written insights report and a leadership presentation.

Duration: 10-14 hours

11 · COURSE ENROLLMENT

HR Analytics and Talent Acquisition

Learn HR analytics and modern talent acquisition through live mentor-led sessions. Build dashboards, predict attrition and hire smarter using Excel, Power BI, SQL and ATS tools, with portfolio projects.

Starts	16 Nov 2026	**Enrolment closed**	15 Nov 2026
Duration	3 Months	**Timings**	7:00 PM – 8:00 PM IST
Batch	Nov 2026 Batch (16 Nov 2026 - 02 Mar 2027)	**Batch status**	Batch closed · Applications closed on 15 Nov 2026

Your plan

One-time fee · inclusive of GST

Plan 1

Course + Live Work Experience

Build real projects and earn a live work experience certificate.

₹7,999

~~₹25,000~~ · 68% OFF

Live classes & completion certificate	✓ Included
Live projects	✓ Included
Live work experience certificate	✓ Included
8C appraisal report	✓ Included
SME AI (Insyrio)	✓ Included
Live chat with SME	✓ Included
Placement assistance	✗ Not included

Plan perks	15% off across Intern Stump - coins, self-paced courses, masterclasses, mock interviews 20% off membership plans
Also included	• Live classes with industry SMEs • Course completion certificate • Live projects reviewed by your SME

Good to know

Completion certificate

Verifiable ID - a sample certificate can be previewed on the course page.

8C Appraisal System

How the eight Cs work - see the 8C Appraisal section of this brochure.

Part-pay with iSure Coins

Use your coin balance at checkout.

Need help choosing?

See the FAQs or book a free demo.

12 · 8C APPRAISAL

World's First Ed-Tech with 8C Appraisal

Verified 8C Appraisal Certificate: every candidate receives an official corporate readiness report shared directly with hiring partners upon course completion.

The 8C Appraisal is a proprietary evaluation matrix measuring holistic performance across 8 career pillars for authentic proof-of-work:

Communication | Configuration | Chronicle | Completeness | Cognizance | Conception | Comprehension | Case Study

13 · HELP & LEARNER ADVISORY CENTER

Frequently Asked Questions

Find answers to common questions about our learning tracks, placement assistance, and 8C evaluation model, or connect directly with an academic consultant.

Q1 Who is this course suitable for?

HR Analytics and Talent Acquisition suits students, freshers, HR professionals and career switchers. It starts from the basics and builds up to advanced analytics, so no prior HR or data experience is required.

Q2 What is the duration of the course?

The course runs for 3 Months with live mentor-led sessions, assignments and projects. Your next batch is Nov 2026 Batch, starting on 16 Nov 2026.

Q3 What are the class timings?

Live classes are held at 7:00 PM – 8:00 PM IST. Recordings and resources are shared so you can revise any missed session.

Q4 What is the course fee?

The fee is ₹7,999, down from ₹25,000, which gives you a discount of 68%. Please check the page for any current offers.

Q5 Do I need coding knowledge to join?

No. We begin with Excel and SQL basics and introduce Python gently. Mentors guide you step by step, so beginners can follow comfortably.

Q6 Will I work on real projects?

Yes. You complete nine hands-on projects covering sourcing, screening, dashboards, attrition and pay analysis, which you can showcase in your portfolio and interviews.

Q7 What job roles can I apply for after this course?

You can target roles such as Talent Acquisition Executive, Recruiter, HR Analyst, People Analytics Associate and HR Operations Executive in the Management domain.

Q8 Will I get career support?

Yes. You receive resume and LinkedIn guidance, mock interviews and mentor feedback on your portfolio. These help you prepare confidently for HR and analytics roles.

Ready to take the next step?

HR Analytics and Talent Acquisition · Live Course

Scan to view details & enrol

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