

INDUSTRY-LED PROJECTS

HRM and HR Analytics

Industry-Led Projects

Build real HR projects in recruitment, payroll, attrition and workforce analytics with an industry SME guiding, reviewing and signing off your work.

Industry-Led Projects

Requests open

11 projects



PROJECTS

11 projects

DURATION

8 weeks (suggested) · you choose the dates

LEVEL

Intermediate

CONSULTATION FEE

₹1 incl. GST

YOU RECEIVE

Project files, 2 certificates, a letter

SUPERVISED BY

3 verified SMES

CONSULTATION FEE

₹1

incl. 18% GST · GST invoice



INDUSTRY-LED PROJECTS BROCHURE

Inside this brochure

Everything on the HRM and HR Analytics Industry-Led Projects page, in one document. Tap a section to jump to it.

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01 · AT A GLANCE



Overview

Build real HR projects in recruitment, payroll, attrition and workforce analytics with an industry SME guiding, reviewing and signing off your work.

This domain covers real-world HR projects such as hiring pipelines, payroll checks, attrition analysis and engagement dashboards. It prepares learners for HR executive, HR analyst and people operations roles. An industry SME guides each step, reviews your work and signs it off.



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Highlights

Developed with an industry SME in consultation with you

Your project files, downloadable from your portal

Internship Completion Certificate + Project Completion Certificate

Internship Completion Letter on our letterhead

Coupons and iSure Coins accepted

02 · SIMPLE 4-STEP JOURNEY



How Your Industry-Led Project Works

Four simple steps - with an email at every one of them and everything tracked in your learner portal.

01

Step 1: Choose your project

Pick a HRM and HR Analytics project - the skills, tools, level and suggested duration are listed up front.

✓ Skills listed up front

✓ Level and duration shown

✓ Free demo call if unsure

02

Step 2: Details & payment

Share your college, hall ticket / enrolment ID and internship dates, then pay the consultation fee.

✓ Coupons and iSure Coins

✓ GST invoice

✓ Cancel free until assigned

03

Step 3: Build it with your SME

Your supervising Subject Matter Expert develops the project in consultation with you.

✓ Industry practitioner

✓ Your details checked

✓ Files uploaded to your request

04

Step 4: Download everything

Download the project files with your internship certificate, project certificate and completion letter.

✓ Two certificates + a letter

✓ QR-verifiable documents

✓ Download any time

03 · CAREER-READY SKILLS



Skills You Achieve in HRM and HR Analytics

Practised in the projects and printed on your certificates and letter.

Recruitment

Onboarding

Payroll

Attrition

Dashboarding

Compliance

Reporting

Forecasting

Benchmarking

Data-cleaning

Visualisation

04 · DOMAIN PROJECTS



Choose Your HRM and HR Analytics Project

Pick one project and request it on the domain page - every project has the same fee, suggested duration, skills and supervising SMEs.

11

PROJECTS

11

SKILLS

9

TOOLS

3

SMES

P

11 PROJECTS TO CHOOSE FROM

HRM and HR Analytics Industry-Led Projects

8 weeks (suggested) · Intermediate · ₹1 incl. GST

1

Recruitment Pipeline Tracker in Excel for a Bengaluru IT Services Firm

Track candidates from sourcing to offer and measure stage conversion and time-to-hire.

2

Onboarding Checklist and 30-60-90 Day Plan for a Retail Chain

Create document checklists, induction schedules and feedback forms for new store staff.

3

Leave and Attendance Dashboard for a Pune Manufacturing Unit

Summarise leave balances, absenteeism and shift-wise attendance to help HR plan workforce.

4

Job Descriptions and Competency Matrix for a Startup Sales Team

Write role-wise job descriptions with skills, behaviours and proficiency levels for consistent.

5

Payroll Calculator with PF, ESI, Professional Tax and TDS Checks

Compute gross to net salary using statutory deductions, with validation checks before.

6

Employee Attrition Analysis Using SQL and Power BI

Study exits by department, tenure and manager, then present findings in an.

7

Employee Engagement Pulse Survey Design and Result Analysis

Design a short survey, analyse ratings and comments, and recommend actions to.

8

Training Needs Assessment and Learning Effectiveness Dashboard

Map skill gaps from appraisal data and track attendance, assessment scores and.

9

Compensation Benchmarking and Pay Equity Review for a Mid-Sized Company

Compare pay by grade, role and gender against market ranges and suggest.

10

HR Policy Handbook and Employee Query Tracker for a Small Business

Draft leave, conduct and reimbursement policies and log employee queries with resolution.

11

Exit Interview Analysis and Retention Action Plan for a BPO Company

Categorise exit reasons from interview data and propose practical retention steps for.

05 · SMES



Your Supervising SMEs

Industry experts who develop HRM and HR Analytics projects with you. Your assigned SME is named as the Supervisor on your documents.

**PROJECT SUPERVISOR · 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.

**PROJECT SUPERVISOR · 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.



PROJECT SUPERVISOR · 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.



06 · TOOLS AND TECHNIQUES

Tools & Techniques You Work With

Industry-standard tools and techniques used across the HRM and HR Analytics projects.

KEY TOOL AND TECHNIQUE

01

Microsoft Excel

KEY TOOL AND TECHNIQUE

02

Excel PivotTables

KEY TOOL AND TECHNIQUE

03

Data Validation

KEY TOOL AND TECHNIQUE

04

Conditional Formatting

KEY TOOL AND TECHNIQUE

05

Google Sheets

KEY TOOL AND TECHNIQUE

06

SQL Queries

KEY TOOL AND TECHNIQUE

07

Power BI Dashboards

KEY TOOL AND TECHNIQUE

08

XLOOKUP Formulas

KEY TOOL AND TECHNIQUE

09

Excel Charts

07 · QUESTIONS



Frequently Asked Questions

Q1 What kinds of HR projects can I choose from in this domain?

You can pick projects in recruitment, onboarding, attendance, payroll, attrition analysis and engagement, each based on realistic Indian.

Q2 Do I need prior HR or Excel experience to begin?

No. This is a beginner level domain, and basic comfort with typing data and simple formulas is enough.

Q3 How does the SME help me during the three weeks?

Your SME guides your plan, explains HR concepts, reviews your work at each stage and suggests practical improvements.

Q4 Which tools will I learn to use?

You will work with Excel, PivotTables, Data Validation, Conditional Formatting and Google Sheets, with SQL and Power BI.

Q5 Can I do the payroll project without being an accountant?

Yes. Your SME explains PF, ESI, Professional Tax and TDS checks in simple steps, so no accounting background.

Q6 Will I work with real company data?

You will use realistic sample data prepared for the project, so no confidential employee information from any organisation.

Q7 What certificates will I receive after completing the project?

After SME sign-off, you receive an internship certificate, a project certificate and a completion letter listing your achieved.

Q8 Which roles does this domain help me prepare for?

It builds foundations for HR executive, HR analyst and people operations roles, but it does not guarantee any.

Q9 Who develops the project?

A Subject Matter Expert (SME) supervising the project develops it in consultation with you and uploads the project files to your request. Your SME is named as the Supervisor on your documents.

Q10 Which dates are printed on my documents?

The start and end dates you enter on the project request form. Your SME can correct them later if your college needs different dates.

Q11 How do I pay?

After the request form you see the checkout: apply a coupon, use iSure Coins for part or all of the fee and pay the rest online (UPI, cards, net banking). You get a GST invoice.

Q12 Can I cancel?

Until an SME is assigned you can cancel from My Projects for a full refund (iSure Coins go back to your wallet).

Ready to take the next step?

HRM and HR Analytics Industry-Led Projects · Industry-Led Projects



Scan to view details & enrol

internstump.com/industry-projects/hrm-and-hr-analytics



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