

Webinar

Speaker: Mr. Sarajit Poddar, Director, People Analytics at Ericsson Global People Analytics and Digital Solutions

Date: 20 February 2022

Theme: Using People Analytics to Solve Business Problems



The students of Batch of 2021-23, School of Human Resources Management, XIM university attended an engaging and enriching session by **Mr. Sarajit Poddar**, Director, People Analytics at Ericsson Global People Analytics and Digital Solutions, on "**Using People Analytics to Solve Business Problems**" on 20 February 2022.

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Why The 2021 'Turnover Tsunami' Is Happening And What Business Leaders Can Do To Prepare

[Why The 2021 'Turnover Tsunami' Is Happening And What Business Leaders Can Do To Prepare \(forbes.com\)](#)

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Case Study 2 High Turnover

The High Turnover is causing:

- Disruption to the Business
- Increased recruiting cost
- Delay in execution of Organization Priorities because of settling in time
- Losing High Performers and Critical Talent

Talk Summary

Mr. Sarajit spoke about various live cases and how people analytics solves problems faced by business with a globally spread workforce, in real-time. The students got valuable insights regarding the various challenges in making a recruitment process effective and how data collection and analysis can remove them.



He laid emphasis on the “Turnover Tsunami” that was disrupting business and what factors we should look at in order to retain the top performers while expecting and accepting a certain threshold of attrition. Lastly, he underlined the importance of diversity at all levels in the organization and the pivotal role that data analytics plays in it, while alerting us about delicate issues like data privacy and reverse biasness.

About the speaker

Mr. Sarajit Poddar currently serves as the Director, People Analytics at Ericsson Global People Analytics and Digital Solutions. He is a global leader of People Analytics at Ericsson, a world leader in the information and communications technology industry. Ericsson operates in 180 countries and employs over 100,000 people. Mr. Sarajit joined Ericsson in Singapore in 2013, where he works with the global leadership teams to implement processes and practices in people analytics. In a previous role in the organization, he led the strategic and tactical workforce planning and analytics portfolio for the South East Asia and Oceania

region. Currently, he is leading a global project on implementing a leading analytics platform to extend access to people insights to all business leaders and line managers. Prior to working at Ericsson, Mr. Sarajit was a Management Consultant with Deloitte and several other consulting firms. Over 19 years, he helped to lead organizations in APAC, implementing solutions to improve their HR strategy, HR delivery model, and HR processes and systems. He brings a wealth of knowledge around end-to-end HR practices. Together with his consulting approach and data science knowledge, he drives value in an organization through People Analytics. Sarajit is an MBA from XLRI – Xavier School of Management, Jamshedpur, a premier management institute of India.

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