

5-day Interactive Training Course

HR Analytics

Using Data to Improve HR Decisions

14 Nov - 18 Nov 2022	London	US\$ 5,350
26 Dec - 30 Dec 2022	Dubai	US\$ 4,350
05 Jun - 09 Jun 2023	Dubai	US\$ 4,350
04 Sep - 08 Sep 2023	Dubai	US\$ 4,350
13 Nov - 17 Nov 2023	London	US\$ 5,350
25 Dec - 29 Dec 2023	Dubai	US\$ 4,350



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About the Course

HR Analytics (also known as “People Analytics”) is an increasingly important topic within Human Resources; HR Analytics is all about using HR data to drive better decisions based on data, rather than simple intuition, creating a competitive advantage for your organisation. This will allow you to unlock impactful insights from your people data and build insightful HR data dashboards by visualising key HR KPIs that can help create better business results.

With the continuous influx of tech innovations challenging the workplace, managing employees intelligently and supporting them through the demanding employee life cycle is essential. Enhancing HR strategies through HR analytics can promote job satisfaction and lead to a healthy company culture of engaged individuals.

The HR Analytics training course is designed to equip HR professionals and other HR stakeholders with the tools to maximise the impact of HR Analytics projects and create a data-driven HR culture. This training course will facilitate the delegates to learn what HR Analytics is and develop the skills they need to understand and use HR data, reports and metrics in their daily activities. Lead by the deployment of HR Analytics and data-driven HR practices. Learn to organise and manage an HR Analytics function from scratch.

Core Objectives

The delegates will achieve the following objectives:

- Make your organisation more data-driven
- Use of data to help improve decision making about people
- Deploy a new set of relevant and standardised HR metrics in the organisation
- Learn to create the HR Scorecard
- Know and apply the most appropriate indicators for the company's growth

Training Approach

To accelerate the development of the delegates significantly, there is a lot of practical content shared, which can (and should) be put into practice in the work environment immediately. Besides the theoretical presentation, the training will be structured based on group conducting techniques. Diversified activities and resources will be applied, such as group dynamics, audiovisual resources, simulations, exercises and case studies, to maximise delegates' participation, involvement and learning.

The training course is held in a face-to-face format and can be adapted according to the company's needs. Through the constant improvement of their skills, employees will be able to contribute consistently to the organisation, making the work environment even better, more human, collaborative and productive.

The Attendees

The HR Analytics training course was developed for anyone interested in preparing to perform a role in this area, whether as an analyst, consultant, specialist, or other roles within Human Resources. As an HR Analytics Leader, the delegates will implement data-driven HR practices in your organisation and become the most relevant link between HR and the business.

Likewise, it will be valuable to the professionals but not limited to the following:

- Human Resources Manager
- Hr Professional
- Data Analyst
- Director
- Consultant
- Manager
- Supervisor
- Business Partner

DAILY DISCUSSION

DAY ONE

ORGANISATIONAL OBJECTIVES AND STRATEGY

- The Organisation, the Company and the Internal and External Environment
- Organisational Systems
- Definition of Concepts: Strategy and Value Proposition
- Strategic Planning to Strategic Management: From Theory to Action
- Strategic HR and Performance Management

DAY TWO

DEFINITION OF BUSINESS INDICATORS

- Human Resource Management
- Performance Management Models and Balanced Scorecard Perspective
- Training, Development and Skills
- Definition of Strategic Objectives to Guide Indicators
- Construction and Analysis of Indicators
- Types of Indicators
- The HR Scorecard

DAY THREE

DEFINITION OF INDICATORS AND GOALS/ OBJECTIVES IN HUMAN RESOURCES

- Strategic HR Map: The HR strategy mapped within the business value chain
- Measurement Tools: Evolution
- The Balanced Scorecard (BSC) applied to HR - Implementation
- Perspectives and Strategic Deployment
- Implementation of the BSC
- The Goals in the Personnel area
- Definition of Goals and Evaluation of results

DAY FOUR

PERSONNEL MANAGEMENT AND HR INDICATORS

- Indicators in the Personnel area
- Accidents at Work
- Human Resources Management Indicators
- Recruitment and Selection of Personnel
- Performance Evaluation

DAY FIVE

TECHNOLOGY IN THE USE OF DATA

- Artificial Intelligence: Analytics based on cognition
- Machine Learning: The systems that "Learn"
- Big Data: Dealing with a large volume of data
- The system's tools to support People Analytics
- Types of Analysis: Descriptive, Diagnosis, Predictive, and Prescriptive