MAWA EVENTS

Address: No. 857, Block A2. Leisure Commerce Square - No 9., 46150 Petaling Jaya, Selangor, Malaysia

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HR METRICS & ANALYTICS MANAGEMENT

"Leveraging Data to Drive Strategic Workforce Decisions and Organizational Performance"

Schedule

Date	Venue	Fees (Face-to-Face)
03 – 04 Dec 2026	Dubai – UAE	USD 1995 per delegate

► **Available delivery methods:** Face-to-Face & Online Training

Introduction

In today's data-driven world, HR departments must move beyond intuition to evidence-based decision making. HR Metrics and Analytics empower organizations to gain deeper insight into workforce trends, measure the impact of HR initiatives, and align human capital strategy with overall business goals.

This 2-day practical course equips HR professionals with the tools, frameworks, and analytical thinking required to collect, interpret, and apply workforce data. From headcount analysis to predictive analytics, participants will learn how to develop KPIs, visualize trends, and make informed decisions that boost employee engagement, productivity, and retention.

Objectives

By the end of this course, participants will be able to:

- Identify, define, and apply key HR metrics aligned with business strategy
- Build HR dashboards to monitor workforce trends and performance
- Analyze HR data using tools like Excel and Power BI
- Interpret and communicate insights to support strategic HR planning
- Apply predictive analytics to enhance talent acquisition, development, and retention

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Why Attend

- Upgrade your HR role from transactional to strategic with data-driven insights
- Enhance your ability to measure HR effectiveness and ROI
- Build and interpret dashboards that help guide workforce decisions
- Develop predictive models to anticipate turnover, absenteeism, and performance
- Support leadership with analytics-based HR recommendations

Target Audience

This program is designed for:

- HR managers and specialists
- HR business partners and planners
- Talent management and organizational development professionals
- People analytics and workforce planning staff
- Anyone responsible for tracking and improving HR performance

Individual Benefits

Key competencies that will be developed include:

- HR data interpretation and analysis
- Design of HR scorecards and KPIs
- Strategic workforce planning using metrics
- Use of Excel/Power BI for HR dashboards
- Effective communication of analytical insights

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved tracking of HR initiatives and outcomes
- Enhanced ability to forecast and respond to workforce trends
- Stronger alignment of people strategy with business priorities
- Data-supported decision making in recruitment, retention, and development
- Higher HR accountability and performance visibility

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings – Frameworks for HR analytics and strategic alignment
- Case Studies – Success stories of HR analytics in action
- Workshops – KPI development, dashboard creation, and scenario analysis
- Peer Exchange – Challenges and wins from analytics-driven HR environments
- Tools – Templates for metrics planning, HR scorecards, and visualization

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Course Outline

Detailed 2-Day Course Outline

Training Hours: 7:30 AM – 3:30 PM **Daily Format:** 3–4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

Day 1: Foundations of HR Analytics and Metrics

- Module 1: Introduction to HR Metrics and Strategic Value (07:30 – 09:30) • Types of metrics: efficiency, effectiveness, and impact
- Module 2: HR Scorecards and KPI Development (09:45 – 11:15) • Creating relevant, aligned, and actionable metrics
- Module 3: Workshop – Building an HR Metrics Dashboard (11:30 – 01:00) • Using Excel/Power BI to track key metrics
- Module 4: Case Study – Metrics That Drive Organizational Results (02:00 – 03:30) • Example of HR transformation using analytics

Day 2: Analytics Application and Strategic Insights

- Module 5: Using Analytics for Talent Management (07:30 – 09:30) • Forecasting turnover, absenteeism, and hiring needs
- Module 6: Predictive and Prescriptive HR Analytics (09:45 – 11:15) • Modeling scenarios and evaluating “what-if” strategies
- Module 7: Workshop – Interpreting and Presenting Insights (11:30 – 01:00) • Telling the HR story with data
- Module 8: Final Review and Action Plan (02:00 – 03:30) • Building an HR analytics roadmap for your organization

Certification

Participants will receive a Certificate of Completion in HR Metrics & Analytics Management, validating their ability to apply data-driven methods to monitor and enhance HR performance and strategic workforce decisions.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation’s unique goals.

In-House / Customized Training Interested in running this course for your team? Please contact us:	TEL: **+601116373203**	EMAIL: **info@mawaevents.net**

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