

HR METRICS

“Using HR Data to Drive Strategic Decisions and Organizational Performance”

Schedule

Date	Venue	Fees
18 - 19 Aug 2026	Manama, Bahrain	USD 1995 per delegate

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

Introduction

HR is no longer just about administration—it’s about delivering measurable value to the business. This 2-day course equips HR professionals with the analytical skills and tools to measure, interpret, and present HR data that directly impacts business strategy and outcomes.

Participants will learn how to define the right HR metrics, analyze trends, and communicate insights to senior leaders, turning HR into a true strategic partner.

Objectives

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

- Identify key HR metrics aligned with organizational goals.
- Collect and analyze HR data effectively.
- Translate HR analytics into actionable business insights.
- Build HR dashboards and reports for executive decision-making.
- Use metrics to drive talent, engagement, and performance improvements.

Why Attend

- Understand the difference between HR data, metrics, and analytics.
- Learn to select the right KPIs that matter to your organization.
- Build credibility with leadership by presenting meaningful HR insights.
- Improve HR's role in driving talent strategies and business outcomes.
- Gain hands-on experience with tools and case studies.

Target Audience

This program is designed for:

- HR managers, analysts, and business partners.
- Talent management and development professionals.
- Workforce planners and HR generalists.
- HR professionals seeking to enhance analytical capabilities.
- Anyone involved in using HR data for decision-making.

Individual Benefits

Key competencies that will be developed include:

- Data-driven thinking in HR decision-making.
- Ability to interpret HR metrics and analytics.
- Skills in building HR reports and visual dashboards.
- Confidence in presenting HR insights to leadership.
- Improved strategic alignment between HR and business goals.

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved workforce planning and optimization.
- Enhanced talent acquisition, retention, and development strategies.
- Greater alignment between HR practices and business performance.
- Increased accountability through clear, measurable HR outcomes.
- Better-informed strategic decisions supported by HR data.

Instructional Methodology

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

- Lectures - Core concepts and frameworks in HR metrics and analytics.
- Case Studies - Real-world examples of HR data driving business results.
- Interactive Exercises - Hands-on activities with sample HR datasets.
- Group Discussions - Peer-to-peer learning and exchange of best practices.
- Tools - Templates for building HR dashboards, scorecards, and reports.

Course Outline

Detailed 2-Day Course Outline

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

Day 1: Understanding HR Metrics and Analytics

- Module 1: Introduction to HR Metrics (07:30 – 09:30)
 - What are HR metrics, and why do they matter?
 - Moving from operational metrics to strategic analytics
 - Defining HR's role as a data-driven business partner
- Module 2: Identifying the Right Metrics (09:45 – 11:15)
 - Aligning HR metrics with business objectives
 - Common HR KPIs: turnover, engagement, cost per hire, time to fill, etc.
 - Developing a balanced HR scorecard
- Module 3: Building HR Dashboards and Reports (01:00 – 03:30)
 - Selecting tools for HR data visualization
 - Designing dashboards for executive audiences
 - Best practices for presenting and communicating HR data

Day 2: Applying HR Data for Business Impact

- Module 1: Analyzing HR Data (07:30 – 09:30)
 - Basics of HR data analysis: trends, ratios, and benchmarks
 - Identifying root causes behind key HR issues
 - Turning data insights into recommendations
- Module 2: Driving Action with HR Metrics (09:45 – 11:15)
 - Using metrics to shape talent strategies
 - Linking employee engagement, performance, and retention
 - Monitoring and improving workforce productivity
- Module 3: Case Studies and Action Planning (01:00 – 03:30)
 - Reviewing successful HR analytics implementations
 - Creating an HR metrics action plan for your organization
 - Overcoming challenges and sustaining data-driven practices

Certification

Participants will receive a Certificate of Completion in HR Metrics, recognizing their ability to measure, analyze, and leverage HR data to drive organizational success.

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Interested in running this course for your team?

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