

HR ANALYTICS - CONCEPTS AND TOOLS FOR EFFECTIVE DECISION - MAKING

"Turning HR Data into Strategic Insights"

Schedule

Venue (InHouse)	Fees
At Your Organization Premises	Ask For The Quotation

Introduction

In today's data-driven world, HR professionals must move beyond traditional people management to make data-backed decisions that drive organizational performance. This course on HR Analytics equips participants with the skills to collect, analyze, and interpret HR data effectively. Participants will learn how to use analytics tools to enhance decision-making in areas like talent acquisition, performance management, employee retention, and workforce planning. By integrating analytics into HR strategies, professionals can elevate their role from administrative support to strategic business partner.

Objectives

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

- Understand the key concepts and importance of HR analytics.
- Identify and collect relevant HR metrics and KPIs.
- Analyze workforce data to support evidence-based HR decisions.
- Use analytical tools to visualize and present HR data.
- Translate HR data insights into actionable business strategies.
- Strengthen the link between HR outcomes and organizational goals.

Why Attend

This course is essential for HR professionals who want to transform data into actionable insights. Attendees will gain practical skills to use HR analytics tools effectively, enhancing their ability to make data-informed decisions and demonstrate HR's measurable impact on business success.

Target Audience

- HR Managers and Executives
- HR Business Partners
- Talent Acquisition Specialists
- HR Analysts and Data Professionals
- Anyone involved in workforce planning and performance analysis

Individual Benefits

- Gain confidence in using analytics for HR decision-making.
- Learn to create compelling HR dashboards and reports.
- Enhance strategic thinking with data-based insights.
- Boost your professional credibility and career growth.

Organizational Benefits

- Improved talent management through data-driven insights.
- Enhanced decision-making and workforce planning.
- Better employee engagement and retention strategies.
- Measurable alignment between HR and organizational performance.

Instructional Methodology

- Interactive Lectures and Real-World Case Studies
- Hands-on Exercises using HR Analytics Tools (Excel, Power BI, etc.)
- Group Discussions and Data Projects
- Practical Assignments and Presentations

Course Outline

Module 1: Introduction to HR Analytics

- Understanding HR analytics and its evolution
- The role of data in strategic HR management

Module 2: HR Metrics and Key Performance Indicators (KPIs)

- Identifying critical HR metrics
- Linking HR metrics with business objectives

Module 3: Data Collection and Management

- Sources of HR data
- Ensuring data accuracy, reliability, and security

Module 4: HR Data Analysis Tools and Techniques

- Using Excel and other analytics tools
- Basics of Power BI and data visualization

Module 5: Workforce Analytics and Predictive Insights

- Predictive analytics for talent acquisition and retention
- Analyzing performance and engagement trends

Module 6: Presenting and Communicating HR Insights

- Building dashboards and visual reports
- Storytelling with HR data

Module 7: Implementing HR Analytics in Organizations

- Overcoming challenges in data-driven HR
- Creating a culture of evidence-based HR

Certification

Participants who successfully complete the program will receive a Certificate in HR Analytics – Concepts and Tools for Effective Decision-Making.

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?

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