MAWA EVENTS

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

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HR MATRIX & ANALYTICS MANAGEMENT

"Leverage HR analytics to optimize workforce planning, decision-making, and organizational performance"

Schedule

Date	Venue	Fees (Face-to-Face)
03 – 04 Dec 2026	Dubai, UAE	USD 2495 per delegate

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

Introduction

Human Resource analytics is a powerful tool that helps organizations make informed decisions about workforce management, performance optimization, and strategic planning. This 2-day face-to-face training equips participants with practical knowledge and analytical skills to utilize HR metrics and analytics for improving organizational effectiveness.

The program combines interactive lectures, case studies, and hands-on exercises to help participants analyze HR data, develop actionable insights, and create HR matrices that support decision-making. By the end of the course, attendees will be able to implement HR analytics strategies to drive workforce productivity and organizational growth.

Objectives

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

- Understand the concepts and applications of HR analytics and matrix management.
- Develop and interpret HR metrics to support decision-making.
- Analyze workforce data to identify trends, gaps, and opportunities.
- Apply HR analytics for talent management, performance evaluation, and succession planning.
- Use data-driven insights to improve organizational efficiency and employee performance.

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Why Attend

- Learn practical HR analytics tools and techniques for workforce management.
- Enhance decision-making based on reliable HR data and insights.
- Improve talent management, employee performance, and retention strategies.
- Gain the ability to create actionable HR matrices for planning and analysis.
- Network with HR professionals and share best practices.

Target Audience

This program is designed for:

- HR managers, officers, and analysts.
- Talent management and workforce planning professionals.
- Line managers involved in HR decision-making.
- HR consultants and professionals responsible for performance monitoring and strategic planning.

Individual Benefits

Key competencies that will be developed include:

- Proficiency in HR metrics and analytics.
- Ability to analyze workforce data and extract actionable insights.
- Skills in developing HR matrices for planning, reporting, and decision-making.
- Improved capability to optimize talent management and organizational performance.

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Enhanced workforce planning and management through HR analytics.
- Improved performance evaluation, succession planning, and retention strategies.
- Data-driven decision-making for HR and organizational initiatives.
- Increased organizational efficiency and productivity through analytical insights.

Instructional Methodology

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

- Strategy Briefings – HR analytics concepts, matrix management, and best practices.
- Case Studies – Real-world applications of HR metrics and analytics.
- Workshops – Hands-on exercises in developing HR matrices and interpreting data.
- Peer Exchange – Group discussions on challenges, solutions, and lessons learned.
- Tools – Templates, dashboards, and frameworks for HR analytics and matrix management.

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Course Outline

Detailed 2-Day Course Outline

Training Hours: 9:00 AM – 5:00 PM Daily Format: 3–4 Learning Modules | Coffee Breaks & Lunch included

Day 1: Introduction to HR Analytics (09:00 – 04:00)

Module 1: Fundamentals of HR Analytics (09:00 – 11:00)

- Overview of HR analytics, metrics, and matrix management.

Module 2: Workforce Data Collection & Analysis (11:15 – 01:00)

- Techniques for collecting, cleaning, and analyzing HR data.

Module 3: Developing HR Matrices (02:00 – 04:00)

- Creating dashboards and matrices for workforce planning and reporting.

Day 2: Applications of HR Analytics (09:00 – 04:00)

Module 4: Talent Management & Performance Analytics (09:00 – 11:00)

- Applying analytics for recruitment, performance evaluation, and succession planning.

Module 5: Predictive Analytics & Decision Making (11:15 – 01:00)

- Using data to forecast workforce trends and support HR decisions.

Module 6: Case Studies and Workshops (02:00 – 04:00)

- Hands-on exercises in HR analytics, reporting, and strategic planning.

Certification

Participants will receive a Certificate of Completion in HR Matrix & Analytics Management, validating their expertise in HR analytics, workforce planning, and data-driven 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? Please contact us:	TEL: **+601116373203**	EMAIL: **info@mawaevents.net**

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