



HR Strategy and Training

Effective HR Metrics and Analytics

Course Introduction

Companies and organizations must make decisions based on a variety of factors and perspectives, few are as important as human resources when it comes to taking action. A company's human capital is vitally important but is one of the more complex sides of operating a business. Instead of clean, hard data, employees can present a variety of qualitative factors that are hard to put into numbers that work for analytics. This training course is designed to provide participants with an in-depth introduction to HR analytics that will enable them to develop the skills to initiate a HR analytics systematic plan in utilizing methods and tools in linking HR and business strategies, assessing organisational readiness for analytics initiatives, building the credibility and value added by HR using analytical insights to improve talent management processes defining the roles, capabilities, and structures required to maximise analytics effectiveness.

Target Audience

Who is this course for, and can benefit the most

- Business Owners and Managers
- HR Administrators
- HR Business Partners
- HR Professionals tasked with providing HR data to support strategy development and delivery

Learning Objectives

At the end of the training course, participants will be able to

- Gain an understanding of what HR analytics is and the various types of HR data
- Comprehend business metrics and HR analytics to evaluate the organisation's performance
- Maximize the HR and Workforce Analytics Model to link human capital results and activities to business performance
- Develop a plan for gathering data and implementing human capital measurement in the organisation
- Evaluate the data from an advanced perspective and use analytic techniques based on the business context
- Develop an action plan to use and communicate metrics to the organization for performance improvement and/or meeting business objectives.

Course Outline

• 01 Day One

Corporate Strategy - HR's Role

- Defining analytics and predictive analytics
- The rationale for evidence-based approach
- Strategic HR versus Personnel Management
- How HR contributes to strategy
- Integrated Human Resource Planning
- Human Capital Management

A Context for People Analytics

- Evidence based
- Levels of maturity and people data
- A framework for people analytics
- The Root Cause and Analysis of Workforce Issues
- Workforce issues in organisations
- Segmentation
- Staff turnover

• 02 Day Two

HR Tools and Methods

- Quantitative v Qualitative data
- Rational problem analysis and models of decision-making
- Standard measures of effectiveness
- Methods of data capture and benchmarking
- Employee Self- assessment and self-report measures
- Electronic workforce surveillance & analytics

• 03 Day Three

Driving Organisational Change

- Understanding the cultural context
- Dynamic nature of business & environment
- Impact of technology
- Theories of organisation change and how to use them
- Implementing strategic change
- Enablers and impediments to change

• 04 Day Four

Putting HR Metrics and Analytics into Action

- The Balanced Scorecard
- Manpower planning
- Succession Planning & Talent Management
- Absence management
- Skills analysis and training needs analysis
- Job design and evaluation

• 05 Day Five

Metrics and Analytics into Improving Employee Performance

- Employee Motivation
- Engagement
- Empowerment and Accountability
- Performance Management
- Conclusion and Action Planning

Confirmed Sessions

FROM	TO	DURATION	FEEES	LOCATION
April 7, 2025	April 11, 2025	5 days	4950.00 \$	England - London
May 5, 2025	May 9, 2025	5 days	4950.00 \$	England - London
Sept. 22, 2025	Sept. 26, 2025	5 days	4250.00 \$	UAE - Dubai
Dec. 21, 2025	Dec. 25, 2025	5 days	4250.00 \$	Qatar - El Doha