



HR Strategy and Training

HR Analytics – Data-Driven Human Resource Management

Course Introduction

In today's data-driven world, HR professionals are expected to make strategic decisions based on evidence and analysis, not intuition. HR Analytics – also known as People Analytics – helps organizations gather, analyze, and interpret employee-related data to improve hiring, development, engagement, and retention strategies. This course is designed to equip HR professionals with practical skills in data analysis, reporting, and decision-making using modern analytics tools.

Target Audience

- HR Managers and Officers
- Talent Management Professionals
- Organizational Development Specialists
- HR Business Partners
- Data Analysts working with HR departments
- Anyone interested in using data for better HR decision-making

Learning Objectives

- Understand the fundamentals and strategic importance of HR analytics.
- Learn how to collect, organize, and interpret HR data.
- Apply analytical tools to assess HR functions such as recruitment, training, and retention.
- Use dashboards and visualization tools to communicate HR insights.
- Build predictive models to forecast HR trends and behaviors.

Course Outline

- **DAY 01**

Introduction to HR Analytics

- What is HR Analytics and why it matters
- Key metrics in HR (turnover, cost-per-hire, engagement)
- Stages of HR data maturity
- Case studies from global organizations

- **Day 02**

Data Collection and Management in HR

- Sources of HR data (HRIS, surveys, ATS, etc.)
- Data quality and cleansing
- Privacy and ethical considerations
- Structuring data for analysis

- **Day 03**

HR Reporting and Visualization

- Building dashboards using Excel and Power BI
- Visualizing trends and anomalies in workforce data
- Creating impactful HR reports
- Storytelling with data

- **Day 04**

Applying Analytics to Key HR Areas

- Recruitment funnel and candidate analytics
- Performance and engagement analysis
- Training impact and ROI evaluation
- Turnover prediction and retention strategies

- **Day 05**

Predictive HR Analytics and Strategy

- Introduction to predictive modeling in HR
- Building a data-driven HR strategy
- Aligning analytics with organizational goals
- Final project: solving an HR challenge with analytics

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
May 25, 2025	May 29, 2025	5 days	4250.00 \$	Egypt - Cairo
May 26, 2025	May 30, 2025	5 days	4950.00 \$	England - London
June 29, 2025	July 3, 2025	5 days	4250.00 \$	Egypt - Cairo
Nov. 24, 2025	Nov. 28, 2025	5 days	4250.00 \$	UAE - Abu Dhabi
June 22, 2025	June 26, 2025	5 days	4250.00 \$	Egypt - Cairo