



HR Strategy and Training

HR Data Analysis

Course Introduction

This training program is designed to enable participants to understand the importance of HR Data analysis, identify the main steps of the HR Data analysis Journey, and develop their skills to gather the appropriate HR data and analyze it perfectly to enhance the decision-making abilities and develop HR Performance.

Target Audience

- HR Analysts
- HR Managers
- HR Business Partners
- Talent Acquisition Specialists
- Compensation and Benefits Analysts
- Workforce Planning Analysts
- HR Data Scientists
- People Analytics Managers
- HR Directors
- Organizational Development Specialists

Learning Objectives

Understand the importance of HR Data analytics.

- Identify HR professional roles and responsibilities in the perfect data analysis process.
- Identify the main steps of the HR Data analytics Journey.
- Master assessing the organization readiness for HR analytics.

- Master building an extraordinary HR Data analytics plan.
- Understand and apply Data gathering and analysis strategies.
- Master Analyzing Attendance, absence & well-being.
- Master Analyze Recruitment & selection Data.
- Understand and apply HR Data validation Techniques.
- Master Using Excel and power BI in data analysis.
- Understand How to use data analysis to measure the impact of HR Strategy.
- Understand how to use Data analysis to measure HR ROI.
- Master using data analysis in developing performance management strategy.

Course Outline

• Day 01

Introduction to HR Data Analysis:

- The importance of HR Data analytics.
- HR professional roles and responsibilities in the perfect data analysis process.
- What are the main steps of the HR Data analytics Journey?
- How to assess your organization readiness for HR analytics?
- Understanding the evidence based approach.
- How to build an extraordinary HR Data analytics plan?

• Day 02

Data gathering and analysis strategies:

- What are the type of HR Data that can be analyzed?
- How to gather HR Data?

- Delphi method.
- Employee self-assessment and self-report measures.
- Electronic workforce surveillance & analytics.
- Extract data from cloud environments.
- Data analysis Techniques.
- Analyzing Attendance, absence & well-being.
- Analyze Recruitment & selection Data.
- Analyzing Learning & development data.
- The most prominent practices used in data mining.
- Data mining applications.
- HR Data validation Techniques.
- Strategies to verify the accuracy of the data.
- Data integrity assessment.
- Practical application.

• Day 03

Using Excel and power BI in HR data analysis:

- Using Excel as a data source.
- Using a folder as a data source.
- HR Statistics in Excel.
- The Power BI data model.
- Explore statistical summary.
- Identify outliers with Power BI visuals.
- Group and bin data for analysis.
- Apply clustering techniques.
- Conduct time series analysis.

- Use the Analyze feature.
- Use advanced analytics custom visuals.
- HR Dashboards in Power BI.
- Creating a Power BI report.

• Day 04

How to benefit from HR Data analytics?

- How to measure the impact of HR Strategy?
- Why to deal with employees as assets?
- How to measure HR ROI?
- Making better Human capital Investments.
- How to boost Manpower planning performance?
- How to Boost HR effectiveness and efficiency?
- Developing performance management strategy.
- Workshop.

Confirmed Sessions

| FROM | TO | DURATION | FEES | LOCATION |
|----------------|----------------|----------|------------|------------------|
| April 14, 2025 | April 18, 2025 | 5 days | 4950.00 \$ | Ireland - Galway |
| July 6, 2025 | July 10, 2025 | 5 days | 2150.00 \$ | Virtual - Online |
| Sept. 22, 2025 | Sept. 26, 2025 | 5 days | 4250.00 \$ | UAE - Dubai |

| FROM | TO | DURATION | FEEs | LOCATION |
|---------------|---------------|----------|------------|-------------|
| Dec. 22, 2025 | Dec. 26, 2025 | 5 days | 4250.00 \$ | UAE - Dubai |