

# HR Analytics – Concepts and Tools for Effective Decision –Making Course

## Venue Information

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**Venue:** London UK

**Place:**

**Start Date:** 2025-12-22

**End Date:** 2025-12-26

## Course Details

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**Net Fee:** £4750.00

**Duration:** 1 Week

**Category ID:** HRMC

**Course Code:** HRMC-46

## Syllabus

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### Course Syllabus

#### Objectives:

**By the end of the program, participants will be able to:**

- Provide a thorough understanding of modern Talent/HR analytics.
- Leverage HR data to make more insightful business decisions.
- Apply basic forecasting tools.
- Transform HR into a strategic function.
- Shift the attention of HR managers and practitioners from just 'running' or 'managing' their HR departments to that of 'predictive management' using the modern tools of talent/HR analytics.

## **The Content:**

### **Day One:**

#### **Introduction to HR Analytics**

- The Meaning and Power of Analytics
- Big Data and HR
- The Purpose and Uses of HR Analytics
- Needed Skills and Common Pitfalls to Avoid – The Analytical Leader
- Trend and Regression Analysis

### **Day Two:**

#### **Managing Tomorrow, Today**

- The Language of Metrics and Analytics
- The Evolution of Data Analysis
- Moving from Prescriptive to Predictive Analytics
- Lagging and Leading Indicators
- What we Know about Tomorrow
- The Future of Talent/HR Analytics

### **Day Three:**

#### **Human Capital Management Model for Managing Tomorrow, Today**

- The Four Processes of Predictive Modern Human Capital
- Scanning the Market and Managing the Risk
- Turning Data into Business Intelligence
- Avoiding Common Metrics Mistakes
- The Levels of Metrics
- Applying Metrics and Analytics to Make a Difference

### **Day Four:**

#### **Big Data Applications in HR**

- Using Predictive Analysis to Attack Long-Term Turnover and Productivity Problems
- Using Predictive Analysis to Improve Staffing and Retention
- Exploring Data that Indicates How Leading Companies Retain Core Talent in Critical Functions
- Exploring the Impact of Education Level of Employees in Core Functions on a Business' Market Performance

### **Day Five:**

#### **Examples of Organizations Using Talent/HR Analytics**

- Employee Engagement

## • Leadership