GLOBAL TRAINING INSTITUTE

HR Analytics Mastery



GTI - Coordination Office and International Relations (Accredited Programs)

Course Description

The HR Analytics Mastery training course equips HR professionals with the skills to leverage people-data for driving organizational success. Participants will learn how to utilize analytical processes to enhance decision-making, improve workforce performance, and align HR strategies with organizational objectives. By understanding the significance of data in managing human capital, HR teams can ensure that their contributions lead to improved productivity and competitiveness in the marketplace.

Who Should Attend

This course is ideal for a variety of professionals, particularly those involved in HR and analytics, including:

- HR professionals tasked with implementing HR analytics
- Data analysts focused on optimizing human capital investments
- Line managers seeking to enhance team performance through data-driven insights
- New HR professionals interested in specializing in analytics
- Any HR staff wishing to broaden their skills and adaptability in a data-focused environment

Course Objectives

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

- Understand the fundamental changes impacting the HR operating environment.
- Conduct data analysis for predictive and corrective planning.
- Apply a variety of HR assessment tools to enhance organizational performance.
- Develop and implement HR metrics that align with organizational strategy.
- Utilize data for improved daily people management.
- Recognize the role of analytics in learning and development.
- Leverage evidence-based decision-making to support HR initiatives.

Course Content

The Evidence-Based Approach to HR

- Understanding the rationale for using analytics in HR.
- Key statistical concepts: probability, significance, and metrics.
- The nine steps in the analytics process.

Human Capital as an Asset

- Viewing employees as valuable assets rather than costs.
- Strategies for investing in and developing human capital metrics.
- Measuring the impact of HR strategies and investments.

Data Collection and Analysis

- Identifying what information can be analyzed and how to capture it.
- Methods for employee self-assessment and electronic workforce surveillance.
- Addressing data security and ethical considerations in analytics.

HR Metrics and Their Application

- Applying analytics in recruitment, selection, and talent management.
- Evaluating attendance, absence, and employee well-being.
- Measuring HR effectiveness and efficiency.

Performance and Productivity Metrics

- Techniques for performance management and employee engagement.
- Understanding the psychological contract and its impact on motivation.
- Action planning for implementing analytics in HR practices.