HR Metrics and Analytics

Course Outline
Training Program Description

Developing the right HR metrics and analytics for your specific context which support long-term performance and improving the decision making is a key competitive edge in the modern economy. HR is increasingly difficult in an era of talent wars, complex environments and a deluge of information.

Through the trainer’s expertise and practical knowledge, you will receive both a conceptual understanding of the HR metrics and analytics universe and process, as well as hands-on training on practical HR metrics and analytics implementation. The participant will be able to:

• Understand the importance of HR metrics and analytics in measuring HR’s impact and drive business results.
• Identify the right HR metrics (what to measure, types of measurements etc.,) – aligning HR and business goals.
• Turn metrics into analytics for effective management decisions.

This Training Program is designed for

Human resources managers and professionals, business owners, and other managers who have HR responsibilities and are interested in demonstrating how HR adds measurable value to the organization.

The Learning Model

The trainer uses up-to-date training techniques and a variety of training methods to give all participants the best opportunities for learning, including:

• Class Session
• Group Discussions
• Simulations exercises
• Case studies and Problem Solving Exercises
• Individual assignments
• Templates and tools
Course Duration

9 Training Hours

Training Program Outline

HR Metrics Overview
■ Concepts, Objectives
■ Historical evolution of HR metrics.
■ Explain how and why metrics are used in an organization

Designing effective Metrics that matters
■ Deciding what metrics are important to your business.
■ HR metrics design principles.
■ Approaches for designing HR metrics:
■ The Inside-Out Approach
■ The Outside-In Approach
■ Align HR metrics with business strategy, goals and objectives.
■ Link HR to the strategy map.
■ Creating levels of metrics measures:

HR efficiency measures

HR Effectiveness measures

HR value / impact measures
Building HR functions metrics

- Workforce Planning Metrics
- Recruitment Metrics
- Training & Development Metrics
- Compensation & Benefits Metrics
- Employee relations & Retention Metrics

HR Analytics Overview

- What HR Analytics.
- Importance of HR Analytics.
- Translating HR metrics results into actionable business decisions for upper management (Using Excel Application exercises, HR dashboards).
HR Pulse has the Learning Solutions to Empower Your People & Grow Your Business