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**Demystifying HR Data: Mastering
Effective HR Metrics & Analytics**

TRAIN

Introduction:
In today's data-driven business world, HR needs to leverage the power of data to make informed decisions and demonstrate the value it brings to the organization. This comprehensive 5-day training program, delivered by Global Business Minds, equips HR professionals with the knowledge and skills to navigate the world of HR metrics and analytics.
Learn to define key metrics, measure HR effectiveness, translate data into actionable insights, and communicate the value of HR initiatives to stakeholders.

Program Goals:
• Develop a foundational understanding of HR metrics and analytics: Explore the role of data in HR and its impact on strategic decision-making
• Master key HR metrics across different HR functions: Recruitment, onboarding, performance management, employee engagement, training & development, and more
• Learn to select the right metrics for different purposes: Align your metrics with your HR strategy and organizational goals
• Develop data collection and analysis skills: Utilize various tools and techniques to gather, analyze, and interpret HR data effectively
• Master data visualization techniques: Effectively communicate HR data insights to stakeholders through compelling reports and dashboards
• Leverage HR analytics to improve HR processes: Utilize data to identify areas for improvement and optimize HR programs
• Demonstrate the ROI of HR initiatives: Translate HR data into tangible business value and impact
• Navigate ethical considerations in HR data collection and analysis

Training Agenda:
Day 1: The Power of HR Analytics:
• Understanding the importance of data-driven decision making in HR
• Exploring different types of HR data and their applications
• Learning the HR analytics lifecycle: data collection, analysis, and storytelling
• Building a business case for investing in HR analytics capabilities
Day 2: Defining Key HR Metrics Across Functions:
• Analyzing key metrics in talent acquisition: time-to-hire, cost-per-hire, quality of hire, and more
• Exploring metrics for onboarding effectiveness, employee engagement, and retention
• Understanding metrics for performance management: performance ratings, development needs, and potential gaps
• Learning key metrics for training & development programs: ROI of training, skills development, and employee satisfaction
Day 3: Data Collection and Analysis Techniques:
• Developing a data collection plan and identifying relevant HR data sources
• Learning data cleaning and manipulation techniques for accurate analysis
• Exploring different data analysis methods for HR data, including descriptive statistics, correlations, and basic data modeling
• Utilizing HR analytics software and tools effectively
Day 4: Data Visualization and Storytelling:
• Mastering data visualization techniques for effective communication of HR data insights

- Creating compelling reports and dashboards to present HR data to stakeholders
- Developing effective storytelling skills to translate data into actionable recommendations
- Communicating the value proposition of HR initiatives through data-driven insights

Day 5: HR Analytics in Action and the Future of HR Data:
- Implementing a data-driven approach to improve HR processes
- Utilizing HR analytics to support workforce planning and talent management strategies
- Identifying ethical considerations in HR data collection and analysis
- Exploring emerging trends in HR analytics, including artificial intelligence (AI) and people analytics

Target Audience:
This program caters to a diverse audience, including:
- HR professionals seeking to develop expertise in HR metrics and analytics
- Business leaders and managers seeking to understand the value of HR data and its impact on business outcomes
- Data analysts interested in applying their skills to the HR domain
- Anyone interested in leveraging data to improve HR effectiveness and decision-making

By participating in this intensive program, you'll gain the knowledge and hands-on skills to navigate the world of HR data confidently
You'll learn to unlock the power of HR data to optimize HR processes.