



HARNESS THE POWER
OF KNOWLEDGE

**Unveiling the Power of Data: HR
Analytics - Concepts, Tools, and
Applications**

TRAIN



Introduction:

In today's data-driven world, HR professionals need to move beyond traditional methods and leverage the power of data to make informed decisions, optimize processes, and demonstrate the value of HR initiatives. This comprehensive 5-day training program, delivered by Global Business Minds, equips HR professionals with the knowledge and skills to navigate the exciting field of HR analytics.

Explore key HR metrics, master data analysis tools, and learn to translate data into actionable insights that drive strategic HR decisions.

Program Goals:

- Develop a foundational understanding of HR analytics and its role in strategic HR management
- Master key HR metrics across different HR functions: recruitment, talent management, performance management, and more
- Gain proficiency in utilizing data analysis tools and techniques relevant to HR data
- Learn to clean, manipulate, and analyze HR data effectively for meaningful insights
- Develop data visualization skills to communicate HR data findings clearly and compellingly
- Utilize HR analytics to identify trends, measure program effectiveness, and inform talent management strategies
- Bridge the gap between HR and business by translating data into actionable recommendations
- Develop a data-driven approach to improve HR processes and demonstrate ROI of HR initiatives
- Navigate ethical considerations in HR data collection and analysis

Training Agenda:

Day 1: The Data Revolution in HR:

- Understanding the importance of HR analytics in today's data-driven business world
- Exploring the HR analytics lifecycle: data collection, analysis, and storytelling
- Building a business case for investing in HR analytics capabilities
- Learning about different types of HR data and their applications

Day 2: Demystifying Key HR Metrics:

- Delving into essential HR metrics across core HR functions: recruitment, onboarding, performance management, employee engagement, training & development, and more
- Learning how to select the right metrics for different purposes and align them with your HR strategy
- Understanding the relationship between HR metrics and key business outcomes

Day 3: Mastering Data Analysis Tools for HR:

- Introduction to popular HR analytics tools and software applications
- Learning practical techniques for data cleaning, manipulation, and analysis relevant to HR data sets
- Exploring basic statistical analysis methods for HR applications, including descriptive statistics, correlations, and hypothesis testing
- Developing skills to navigate HR data within various HR information systems (HRIS)

Day 4: Data Visualization and Storytelling:

- Mastering essential data visualization techniques to communicate HR data insights effectively
- Creating compelling reports and dashboards for stakeholders across different levels of the organization
- Developing storytelling skills to translate data into actionable recommendations and drive data-based decision making
- Practicing effective communication of HR data insights to diverse audiences

Day 5: HR Analytics in Action and the Future:

- Utilizing HR analytics to identify trends, improve HR processes, and optimize talent management strategies
- Measuring the impact of HR initiatives and demonstrating their ROI through data
- Ensuring ethical considerations in HR data collection, analysis, and reporting
- Exploring emerging trends in HR analytics, including artificial intelligence (AI) and people analytics
- Developing an action plan to implement HR analytics within your organization and continuously improve your data-driven HR decision-making capabilities

Target Audience:

This program caters to a diverse audience, including:

- HR professionals seeking to develop expertise in HR analytics and data-driven HR practices
- Business leaders and managers interested in understanding 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 strategic decision-making

By participating in this intensive program, you'll gain the knowledge and skills to become a data-savvy HR professional.