HR Analytics & Metrics

London (UK)

10 - 14 November 2025

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PARTNER

HR Analytics & Metrics

Introduction

In today's data-driven world, HR Analytics & Metrics have become strategic tools for enhancing performance and supporting data-based decision-making. This course is designed to equip participants with the skills to analyze HR data, measure performance, and develop evidence-based strategies that improve organizational efficiency. Participants will learn how to utilize data to optimize talent acquisition, employee retention, and overall workforce productivity.

Course Objectives

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

- Understand the core concepts of HR Analytics and Metrics.
- Collect and analyze data related to performance, recruitment, and retention.
- Apply analytical tools to enhance HR strategies.
- Develop impactful reports that support decision-making at the executive level.
- Use Key Performance Indicators KPIs to evaluate HR effectiveness.

Course Outlines

Day 1: Introduction to HR Analytics

- Definition of HR Analytics and its strategic importance.
- The role of data in optimizing HR strategies.
- Data collection tools Surveys, Databases, Reports.
- Workshop: Creating a data collection and analysis plan for workplace insights.

Day 2: Metrics and Key Performance Indicators KPIs

- Identifying key HR Metrics and KPIs.
- Analyzing data related to recruitment, retention, and productivity.
- How to use metrics for performance optimization and decision-making.
- Practical Application: Preparing performance reports using clear measurement indicators.

Day 3: Data Analysis for Decision-Making

- How to analyze HR data to improve recruitment strategies.
- Using predictive analytics to identify future HR needs.
- Managing performance with available data insights.
- Simulation Exercise: Applying predictive analytics on HR datasets.

Day 4: Developing Data-Driven HR Strategies

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- Transforming data insights into effective HR strategies.
- Designing improvement plans based on digital analysis.
- Integrating HR analytics into strategic planning.
- Workshop: Designing a strategic HR plan based on data analysis.

Day 5: Reporting and Continuous Evaluation

- How to prepare effective analytical reports for senior management.
- Monitoring performance using regular analytics.
- Reviewing successful case studies of data-driven HR improvements.
- Final Project: Preparing a comprehensive HR Analytics Report.

Why Attend this Course: Wins & Losses!

- Gain the ability to analyze HR data effectively for performance optimization.
- Enhance recruitment and retention strategies through evidence-based insights.
- Support strategic decision-making with impactful data reports.
- Improve organizational efficiency by leveraging analytics in HR planning.

Conclusion

This training course is an exceptional opportunity for HR professionals and business leaders who want to master the art of data analysis in human resources. By applying modern analytical tools and practical applications, participants will be equipped to drive strategic decisions and optimize HR processes.

Join us to elevate your HR analytics skills and transform your organizational performance.

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