BLACKBIRD FOR TRAINING

HR Analytics & Metrics

21 – 25 December 2026
Malaga (Spain)

UK Traininig
PARTNER



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Introduction

In today's data-driven world, training on hr analytics & Metrics has become indispensable for enhancing performance and supporting data-based decision-making. Organizations increasingly recognize the importance of HR analytics in driving strategic outcomes. This HR analytics course is designed to equip participants with the necessary skills to collect, analyze, and interpret HR metrics, enabling data-driven improvements in talent acquisition, employee retention, and overall workforce productivity.

Course Objectives

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

- Understand what HR analytics is and its strategic significance.
- Collect and analyze data related to performance, recruitment, and retention.
- Apply advanced HR analytics tools to develop data-driven HR strategies.
- Create impactful HR analytics reports that support executive decision-making.
- Utilize key performance indicators KPIs to measure HR effectiveness.
- Recognize the benefits of HR analytics in optimizing HR planning and operations.

Course Outlines

Day 1: Introduction to HR Analytics

- Definition of HR Analytics and its strategic importance.
- Exploring what HR metrics are and their role in optimizing HR strategies.
- Effective data collection methods: Surveys, Databases, Reports.
- Workshop: Designing a data collection and analysis plan to gain workplace insights.

Day 2: Metrics and Key Performance Indicators KPIs

- Identifying the best HR metrics to track and key KPIs.
- Analyzing data related to recruitment, retention, and productivity.
- Practical methods to leverage HR metrics and analytics for decision-making.
- Hands-On: Preparing HR analytics reports with clear measurement indicators.



Day 3: Data Analysis for Decision-Making

- Techniques for analyzing HR data to enhance recruitment strategies.
- Utilizing predictive analytics to anticipate future HR needs.
- Managing performance through data insights.
- Simulation: Applying predictive analytics to real HR datasets.

Day 4: Developing Data-Driven HR Strategies

- Translating data insights into effective HR strategies.
- Designing improvement plans using digital analysis.
- Integrating HR analytics services into strategic planning.
- Workshop: Creating a strategic HR plan based on comprehensive data analysis.

Day 5: Reporting and Continuous Evaluation

- Crafting clear and effective analytical reports for senior management.
- Monitoring performance with ongoing HR analytics.
- Case Studies: Successful applications of data-driven HR improvements.
- Final Project: Building a comprehensive HR Analytics Report.

Why Attend this Course: Wins & Losses!

- Master what HR analytics is and its practical applications.
- Enhance recruitment and retention strategies with evidence-based insights.
- Learn to overcome the challenges of HR analytics implementation.
- Develop skills in creating advanced HR analytics reports to inform leadership.
- Improve organizational efficiency through data-backed HR planning.
- Gain hands-on experience with basic HR metrics and advanced analytics techniques.

Conclusion

This best HR analytics course is a must for HR professionals and business leaders aiming to leverage HR analytics and metrics for strategic decision-making. Through practical exercises and real-world case studies, participants will gain a robust understanding of HR analytics benefits and the skills needed to transform HR processes.

Join us to elevate your HR analytics skills and drive organizational success with data-driven insights.

