



HR Metrics and Analytics

The HR Metrics and Analytics Training Programme is a cutting-edge, practical course designed to equip HR professionals with the tools and skills to leverage data for strategic decision-making. As organizations increasingly rely on data to drive performance, HR analytics has become a critical competency for aligning workforce initiatives with business goals. This program empowers participants to transform HR data into actionable insights that drive organizational success.

Program Highlights

Duration: 2 days virtual-live or 2 months Online Self-paced

Format: Virtual-live session or online self-paced

Certification: Certificate of Completion from HR-OD Academy

Key Features

Data-Driven Training: Hands-on exercises with real-world HR datasets.

Expert Instructors: Learn from HR analytics experts and data scientists.

Industry-Relevant Tools: Explore tools like Excel, Power BI, and HRIS platforms.

Strategic Focus: Align analytics with organizational strategy and decision-making.

Networking Opportunities: Collaborate with peers and industry leaders.

Target Audience

This training program is ideal for:

- HR professionals and managers.
- Business analysts working with HR data.
- HRIS (Human Resource Information System) specialists.
- Organizational leaders interested in workforce analytics.
- Anyone seeking to integrate data into HR practices.

Learning Outcomes

By the end of this program, participants will:

1. Understand the role and importance of HR metrics and analytics.
2. Identify and collect key HR data points relevant to organizational goals.
3. Analyze and interpret HR data to identify trends and insights.
4. Develop dashboards and reports to communicate findings effectively.
5. Align workforce metrics with strategic business objectives.
6. Measure the impact of HR initiatives on organizational performance.

Curriculum Overview

Module 1: Introduction to HR Metrics and Analytics

- The Role of Data in Modern HR
- Overview of Key Metrics (e.g., turnover rate, time-to-hire)

Module 2: Data Collection and Management

- Data Sources in HR
- Ensuring Data Accuracy and Integrity

Module 3: Analyzing HR Data

- Descriptive, Predictive, and Prescriptive Analytics
- Identifying Trends and Patterns

Module 4: Tools and Technology for HR Analytics

- Excel for HR Data Analysis
- Introduction to Power BI and Tableau
- Overview of HRIS Capabilities

Module 5: Aligning Analytics with Strategy

- Workforce Planning and Talent Management Analytics
- Linking HR Metrics to Business Goals

Module 6: Visualization and Reporting

- Building Dashboards and Presentations
- Communicating Insights to Stakeholders

Capstone Project

- Develop an analytics-driven HR strategy for a case study organization.

Enrollment and Fees

Program Fee: NGN675,000 per participant (In-Person and Virtual Live Sessions) | NGN485,925 (Self-Paced Online Modules)

For group registrations, corporate training options, or more information, please contact our admissions team at info@hrondeckservices.com or call +2349044642114
