XCELERATE TRAINING INSTITUTE
your learning & development partner

HUMAN RESOURCES MANAGEMENT (HRM)

HR Analytics Training Course

DURATION	LANGUAGE	FORMAT
5 days	English	Classroom / Online

Upcoming dates

Dates	Venue	Format	Fee
4 – 8 Jan 2027	Amman	Classroom	€4,800
28 Jun – 2 Jul 2027	Live online	Online (live)	€1,200
6 – 10 Dec 2027	Live online	Online (live)	€1,200

Register or ask a question

Online: staging.x8ti.com/course/hr-analytics-training-course/
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HR Analytics Training Course

Introduction

Introduction

HR Analytics is a process of collating data to analyze and measure the effects of the HR metrics on the employees. Being proactive, anticipating challenges an organization may face in future and planning solution strategies.

HR Analytics is also called workforce analytics or talent analytics, however, there is a slight difference between these terms. HR Analytics specifically deals with HR function metrics such as Hiring, training and the cost required for training an employee, promotion, etc. HR analytics process helps develop and implement strategies to grow business rapidly and dominate the market.

This Xcelerate course will empower you to understand the process of collecting data, monitoring, analyzing, and applying the improvement strategies. It enables HR managers to make effective decisions.

Learning Objectives

- Understand the importance of HR Analytics
- Learn the metrics measured by HR analytics
- Learn and effectively use the data to analyze trends
- Optimize employee performance by leveraging on analysis and facts arrived at
- Compensate the employees better leading to employee satisfaction and increased morale
- Set a benchmark and attract competent talent from the market
- Control and improve retention by placing the right policies in place
- Provide better employee development plans leading to higher engagement & productivity
- Develop effective workforce planning for cost and effort reduction
- Implement effective employee engagement programs thereby reducing attrition
- Make strong and appropriate decisions
- Learn to anticipate the change in business need and environment
- Use tools and technologies to stay ahead of competition
- Select the right technology like AI/ Bots etc. for optimum success

Training Methodology

Xcelerate training instituter has designed this training program on the HR Analytics Certification Training Course for individuals in Recruitment, Leadership hiring role, policy makers and people development officers in any organization.

This workshop is an interactive session as participants from all cultures participate in this training program and share their distinct office experiences and challenges. Customized modules can be prepared for organization specific learning requirements. This program engages participants in group discussions, case studies, and role-plays.

Benefits for Your Organization

- Make better and efficient decisions based on the data
- Understand the employee behavior, satisfaction, and attrition pattern in specific organization/ industry
- Formalize strategies to address issues of concern
- Learn to attract and retain quality staff
- Save organizational cost and expenses by analyzing data with efficient tools
- By learning the skill gaps in employees, train and help improvise to achieve the organizational goal
- HR managers would be able to make better and prompt decisions
- The organization would have effective business cases for HR Interventions
- Develop and maintain the culture desired by the organization
- Every department would have competent employees with their goals aligned to the goals of the organization
- Employees would be able to adapt to new technologies and be updated about the market changes
- Encourage employees by building development programs that help to reach their true potential
- Incorporate innovative and progressive ideas leading to an increase in business and attract bigger and better clients

Benefits for You

- Learn the data and tools used and needed by HR analytics
- Able to collect data and effectively analyze it to improve the working conditions
- Able to make better decisions while hiring using the data from last hiring sessions
- Be able to allocate manpower efficiently according to the skills set of an individual
- Learn to plan and create strategies to reduce the cost or expenses by building effective remuneration plans
- Participants would be able to polish in-house talent
- Learn to monitor the training and provide coaching as and when needed
- Would be able to retain employees and promote rapid productivity
- Bridge communication gap, boost employee morale leading to career advancement
- Participants would be able to assess the data and efficiently retain the best talent in the market
- Adopt to the ever-changing environment around people engagement and development

Target Audience

Leaders and Managers, HR personnel, Line Managers, HR experts, Recruiters, Hiring Managers, OD Consultants, Independent consultants, Corporate professionals hiring people, Analysts with a logical bent of mind looking to move to HR space, policymakers in the business

Course Outline

Introduction to HR Analytics

- What is HR Analytics?

- Difference between HR analytics, workforce analytics and people analytics
- Importance of HR Analytics
- Benefits of HR Analytics

Metrics Measured by HR Analytics

- Employee basis revenue generation
- Cost required to train an employee
- Training efficiency
- Employee experience and turnover rate
- Hiring requirement
- Adherence and absenteeism

Data Required by HR Analytics Tools

- Internal Data
- Employee tenure
- Employee compensation
- Training requirement
- Performance appraisal
- Competent and high performing employees
- Disciplinary action taken on any employee
- External Data
- Revenue Per employee or cost of hire
- Employee background check
- Employee behavior pattern in past or outside the workplace

HR Analytics Process

- Understanding organizational goal
- Identifying the metrics alignment with organizational goals
- Collecting and analyzing the data
- Chunking data to assess impact on the organization
- Revisiting policies and procedure to make amends

HR Analytics Cycle

- Building and sensitizing the teams
- Create an analytical culture by coaching and monitoring the progress
- Implementing HR Analytics on small projects
- Collaborating and consulting with the legal team
- Finalize HR analytics solutions

Benefits of HR Analytics

- Enable clear and competent staff hiring to achieve the goal of the organization
- Monitor employee behavior and adherence
- Improve employee performance and satisfaction

- Reduce turnover rate
- Introduce innovative ideas to increase employee potential

Challenges for HR Analytics

- Collected data needs to be properly defined and characterized
- Gathering quality and right amount of data
- No or lack of inclination towards usage of HR Analytical tools
- Insufficient software and tools lead to insufficient and incomplete outcome

Addressing the challenges of HR Analytics

- Learn from organizations and leaders who are successfully leveraging on HR Analytics
- Proactively anticipate what challenges you might face and identify solutions
- Revisit policies and reinvent the wheel for organizational success

Identifying Right tools to match your bespoke needs

- Look at some of the widely used tools/ technologies that successful organizations use
- Consider your budget and organizational goals to select right tool
- Attend a demo of extensively used HR Analytics tool (*to be customized with prior confirmation)

FAQ’s, Case studies and discussions

- Listen to eminent leaders from organizations that are using HR Analytics for Organizational Benefits
- In triads, discuss cases and arrive at best practices developed for people development using HR Analytics tools
- Discuss some of the tools that lead to advantage and are cost-effective
- Buddy up with participants from other organizations and learn about their successes and failures, to prevent the same mistakes and save resources

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Registration Form

HR Analytics Training Course

Preferred dates: ..... Venue or online: .....

Duration: 5 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

Company information

Company name: .....

Address: .....

City / country: ..... VAT / tax number: .....

Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

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Open the course page