€TRAINING

HR Analytics

22 - 26 September 2024
Amman (Jordan)

HR Analytics

Introduction:

This training program delves into advanced strategies and contemporary approaches in HR analytics, enabling professionals to stay ahead in a dynamic environment. It empowers participants to implement effective HR analytics practices and drive organizational success.

Program Objectives:

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

- Understand the principles and practices of HR analytics.

- Develop strategies for collecting and analyzing HR data.

- Implement effective solutions for data-driven decision-making.

- Utilize best practices for measuring HR metrics.

- Analyze and adapt to changes in HR analytics trends.

Targeted Audience:

- HR Managers.

- HR Analysts.

- HR Data Specialists.

- Organizational Development Professionals.

- Senior Executives.

Program Outline:

Unit 1:

Fundamentals of HR Analytics:

- Understanding HR analytics principles.

- The role of HR analytics in organizational success.

- Key components of an effective HR analytics system.

- Benefits of a robust HR analytics process.

- Common challenges and how to overcome them.

Unit 2:

Collecting and Analyzing HR Data:

- Techniques for collecting accurate HR data.

- Methods for analyzing HR data.

- The importance of data quality and integrity.

- Tools and software for HR data analysis.

- Case studies on successful HR data analysis practices.

Unit 3:

Data-Driven Decision-Making:

- The role of analytics in HR decision-making.

- Best practices for data-driven HR decisions.

- Techniques for translating data into actionable insights.

- Creating a culture of data-driven decision-making.

- Examples of successful data-driven HR initiatives.

Unit 4:

Measuring HR Metrics:

- Identifying key HR metrics to measure.

- Techniques for tracking and measuring HR metrics.

- Aligning HR metrics with organizational objectives.

- Using HR metrics to inform strategic decisions.

- Tools and frameworks for measuring HR metrics.

Unit 5:

Trends and Innovations in HR Analytics:

- Exploring emerging trends in HR analytics.

- The impact of technology on HR analytics practices.

- Adapting to changes in HR analytics approaches.

- Future directions in HR analytics.

- Preparing for the evolving landscape of HR analytics.