

# € TRAINING

HR Metrics and Analytics



23 - 27 December 2024  
Rome (Italy)



# HR Metrics and Analytics

REF: H1439 DATE: 23 - 27 December 2024 Venue: Rome (Italy) - Fee: 5940 Euro

## Introduction:

This training program delves into advanced strategies and contemporary approaches in HR metrics and 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 importance of HR metrics and analytics.
- Develop skills to collect, analyze, and interpret HR data.
- Utilize HR analytics to make informed decisions.
- Implement best practices for measuring HR performance.
- Align HR metrics with organizational objectives.

## Targeted Audience:

- HR Managers.
- HR Analysts.
- HR Consultants.
- Organizational Development Professionals.
- Senior HR Executives.

## Program Outline:

### Unit 1:

#### Introduction to HR Metrics and Analytics:

- Understanding the role of HR metrics and analytics.
- Types of HR metrics and their applications.
- Key performance indicators KPIs in HR.

- Importance of data-driven decision-making.
- Challenges in HR analytics.

## Unit 2:

### Data Collection and Analysis:

- Methods for collecting HR data.
- Tools and technologies for data analysis.
- Techniques for cleaning and preparing data.
- Analyzing HR data for insights.
- Ensuring data accuracy and reliability.

## Unit 3:

### Utilizing HR Analytics:

- Creating HR dashboards and reports.
- Visualizing HR data for better understanding.
- Predictive analytics in HR.
- Using analytics to improve HR processes.
- Case studies on successful HR analytics implementation.

## Unit 4:

### Measuring HR Performance:

- Identifying relevant HR metrics.
- Benchmarking HR performance.
- Measuring employee engagement and satisfaction.
- Analyzing recruitment and retention metrics.
- Linking HR performance to business outcomes.

## Unit 5:

### Aligning HR Metrics with Organizational Goals:

- Integrating HR metrics with strategic planning.
- Aligning HR analytics with business objectives.
- Communicating HR insights to stakeholders.
- Developing action plans based on HR data.
- Future trends in HR metrics and analytics.