

HR Metrics & Workforce Analysis

Course code: HRT-017



SPARK TRAINING

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info@sparktraining.eu

+31 85 115 0004 | sparktraining.eu

— Workshop Overview

This HR Metrics and Analytics training course is designed to equip you with the tools and mindset required to tackle the challenges of maintaining an evidence-based approach. It will help you build confidence in using workforce and HR metrics to analyze data, interpret human capital analytics, solve problems, and assess solutions. You will gain skills to effectively review, define, measure, and track HR metrics that align with your organization's business objectives. Adopting this evidence-based approach will shift HR professionals into a more strategic role, enabling them to contribute more effectively to business decision-making. This HR Metrics & Workforce Analysis training course will highlight:

- HR's role in corporate strategy
- Problem-solving, analysis, and decision-making techniques
- Technological advancements in workforce analytics
- Effective change management strategies
- Leveraging data for enhanced people management

Why Attend

This HR Metrics & Workforce Analysis training course will use a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This includes high interaction with tutorial input as well as case studies, videos, individual and syndicated work. There will be

Who Should Attend

HR Professionals looking to expand HR's role within their organization
HR Professionals responsible for providing data to support strategy development and execution
Senior Managers seeking to understand how to drive strategic and organizational change with HR support

— Learning Objectives

- Understand the role of analytics in assessing behavior and performance
- Perform in-depth analytical assessments
- Make decisions grounded in evidence rather than personal opinion
- Define principles of organizational change
- Use various assessment tools to drive improvements in organizational performance

— Course Outline

DAY 1

Day One: Overview of Analytics, Strategy & HR's Role

- The rationale for evidence-based approach
- Data, information and insights
- Defining analytics and predictive analytics
- Strategic HR versus Personnel Management
- HR's contribution to strategy
- Human Capital Approach

DAY 2

Day Two: HR Tools and Methods

- Quantitative v Qualitative data
- Rational problem analysis and models of decision-making
- Measures of HR effectiveness, efficient and impact
- Methods of data capture and benchmarking
- Employee Self- assessment and self-report measures
- Electronic workforce surveillance & analytics

DAY 3

Day Three: Driving Organisational Change

- Understanding the cultural context
- Dynamic nature of business, environment & technology driving change
- Theories of organisation change and how to use them
- Enablers and impediments to change
- Resistance to change
- Implementing strategic change

DAY 4

Day Four: Putting HR Metrics and Analytics into Action

- The Balanced Scorecard
- Human Resource Planning
- Recruitment Analytics
- Succession Planning & Talent Management
- Absence management
- Skills analysis and training needs analysis

DAY
5

Day Five: Metrics and Analytics for Improving Employee Performance

- Performance Management
- Employee Motivation
- Engagement
- Empowerment and Accountability
- Conclusion and Action Planning

— Upcoming Classroom Dates

Schedule available on request. Contact SPARK Training for current dates, locations, and fees.

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.