HR Analytics Concepts and Tools for Effective Decisions

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Bordeaux (France)



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Why This Course

HR is no longer driven by intuition alone—data has become a critical tool for making informed, strategic decisions. Organizations that effectively use HR analytics gain deeper insights into their workforce, improve performance, and align people strategies with business outcomes.

This intensive 1-week program is designed to help HR professionals build strong analytical capabilities. It focuses on collecting and interpreting data, developing meaningful metrics, and using insights to drive smarter decisions that enhance organizational performance.

What You'll Learn and Practice

By joining this program, you will:

- Understand the fundamentals and strategic value of HR analytics.
- Collect, clean, and analyze HR data effectively.
- Design KPIs and metrics aligned with business objectives.
- Present data through clear visualization and storytelling.
- Apply predictive analytics to workforce planning and talent management.
- Ensure ethical data practices and protect data privacy.

The Program Flow

Day 1: Introduction to HR Analytics

- Understanding the evolution and importance of HR analytics.
- Exploring key HR metrics and their impact on performance.
- Identifying different data sources within HR.
- Addressing ethical considerations and data privacy.

Day 2: Data Collection and Preparation

- Using effective methods to collect HR data.
- Cleaning and validating data for accuracy.
- Building a culture that supports data-driven HR practices.
- Practicing data preparation through hands-on exercises.



Day 3: HR Metrics and KPIs

- Designing relevant and meaningful HR metrics.
- Aligning KPIs with organizational goals.
- Applying benchmarking techniques.
- Developing structured HR scorecards.

Day 4: Data Analysis and Visualization

- Applying analytical techniques to interpret HR data.
- Using predictive approaches in workforce planning.
- Creating clear and impactful data visualizations.
- Building HR dashboards to support decision-making.

Day 5: Applying HR Analytics for Decision Making

- Using analytics to improve recruitment and retention.
- Analyzing performance and productivity trends.
- Measuring employee engagement and culture.
- Developing action plans based on data insights.

Individual Impact

- Strengthen your analytical and data interpretation skills.
- Improve your ability to make informed HR decisions.
- Build confidence in presenting data and insights.
- Enhance your strategic contribution within HR.

Organizational Impact

- Enable data-driven decision-making across HR functions.
- Improve workforce planning and talent management outcomes.
- Increase transparency and accountability in HR processes.
- Align HR initiatives more closely with business goals.

Training Methodology

This program focuses on practical, hands-on learning through:

- Real-world HR analytics scenarios and case studies.
- Interactive workshops and data exercises.
- Hands-on practice in visualization and dashboard creation.
- Tools and templates for immediate workplace use.



Beyond the Course

By the end of this program, participants will be equipped with the tools and knowledge to apply HR analytics effectively.

They will return ready to:

- Develop data-driven HR strategies.
- Design and implement meaningful KPIs and metrics.
- Use analytics tools to uncover workforce insights.
- Communicate data clearly to support decision-making.

This course enables professionals to transform HR into a data-driven function that delivers measurable value and supports organizational success.

