



HR Metrics and Analytics Training Course

9 – 13 August 2027
Kigali (Rwanda)



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Introduction

The HR function is a high-value-added part of the organization and is crucial in developing and implementing corporate strategy. This HR metrics and analytics course is because of the growing importance of human capital in organizational success.

The HR function needs to be more effective as a strategic partner in the organization rather than a purely administrative function. Such an HR function will drive and deliver change rather than react to it.

After participating in the HR metrics and analytics course to achieve this highly desired HR prize, the HR function must develop its ability to measure how HR decisions affect the organization and how its decisions affect human capital. In short, the HR function needs to develop better metrics and analytics to become a true strategic partner.

Once the metrics are established, the organization must develop HR policies that react to the messages. The HR metrics and analytics course will also consider the type of HR policies being developed in response to the usual range of messages from the metrics and analytics.

Targeted Groups

- Head of HR
- HR Managers
- HR Professionals
- Persons who want to get new knowledge to improve their career

Course Objectives

At the end of this HR metrics and analytics course, the participants will be able to:

- Examine the use of internal and external measurement frameworks that establish the contribution of the HR function
- Conduct detailed Problem analysis assessments
- Identify appropriate Decision-Making options
- Make decisions based on evidence rather than opinion
- Understand the principles of organizational change
- Understand the theory around organizational change
- Drive strategic change rather than react to it
- Design an external analytical framework
- Consider the messages revealed by analysis and measurement
- Develop HR policy responses to a range of messages from metrics and analytics
- Develop a strategic role for the HR function

Targeted Competencies

- Analytical thinking
- Problem identification
- Decision making
- Business awareness
- Capability development
- Change leadership
- Information seeking
- Strategy delivery

Course Content

Unit 1: Corporate Strategy

- The context for HR
- Strategic Business Planning
- Corporate Social Responsibility
- Human Capital Management
- How to make things happen - use of business action plan
- The difference between HRM and Personnel Management
- The new shape and function of tomorrow's HR departments

Unit 2: HR Tools and Methods

- What should be measured?
- The effectiveness of the HR function
- HR headcount ratios
- Administrative cost per employee
- Time to fill vacancies
- Filling the skills gap
- Satisfaction surveys
- Internal Frameworks
- Morale
- Motivation
- Investment
- Long-Term Development
- External Perception
- Learning and Development
- Job analysis
- Job evaluation
- Capability review
- RACE
- Methods

Unit 3: Driving Organisational Change

- Theories of organization change and how to use them
- The Softer Side of HR
- Avoiding a blame culture
- The relationship between HR and the Line
- The New Roles in the HR Function

Unit 4: HR Metrics and Analytics with Action

- Change Management
- Employee Relations
- The relationship between HR and the Line
- The Use of Competencies
- Employee Development
- Succession Planning

Unit 5: Driving Organisational Change

- Connecting HR Metrics and Analytics with Action
- Employee Motivation
- Empowerment and Accountability
- Performance Management The four-stage process - agreeing objectives, feedback, coaching, and appraisal
- Conclusion and Action Planning



Specialized HR Analytics and Metrics Section

For professionals seeking to deepen their understanding of HR analytics and metrics, this training includes a specialized section dedicated to these topics. Here, participants will delve into the intricacies of HR data analytics training, understand what HR analytics and metrics are, and receive comprehensive insights into workforce analytics course material. This human resource analytics course will equip you with the knowledge and skills to obtain HR analytics certification.

This HR metrics and analytics course module is aligned with human capital institute courses. It includes strategic metrics, learning metrics, and analytics, emphasizing the role of HR metrics and workforce analytics in strategic HR decision-making. Participants will also explore various HR analytics classes and look into options for an HR analytics certificate program. The training is ideal for data analytics for HR professionals courses, those looking to become an HR analyst, and for obtaining an HR analytics certification.