People Analytics and HR Dashboarding Course (15415)

3 – 7 May 2027
Johannesburg (South Africa)



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Ref: 15415_1063673 **Date:** 3 – 7 May 2027 **Location:** Johannesburg (South Africa) **Fees:** 5300 Euro

Introduction:

The people analytics and HR dashboarding course provides participants with a comprehensive understanding of people analytics and using HR dashboards to drive data-driven decision-making in human resources management. It equips HR professionals with the knowledge and skills to leverage HR data effectively, analyze workforce metrics, and create impactful HR dashboards for strategic decision-making. Participants will learn how to harness the power of data to optimize HR processes, enhance employee engagement, and drive organizational performance.

Understanding People Analytics in HR:

People analytics in HR are becoming indispensable to modern human resource management. Understanding people analytics in HR allows professionals to make better decisions, improve the employee lifecycle, and contribute significantly to achieving business goals.

Understanding HR dashboard best practices is critical in designing systems that provide real-time, actionable insights to HR professionals. It encompasses knowing the proper HR dashboard formats, recognizing their importance, and utilizing them to glean benefits for strategic HR planning and decision-making.

Targeted Groups:

- Human Resources professionals and practitioners.
- HR managers and executives.
- HR analysts and specialists.
- Talent acquisition and retention professionals.
- Organizational development practitioners.
- HR consultants.
- Business leaders and managers interested in HR analytics.

Targeted Competencies:

Participants' competencies in this people analytics and HR dashboarding training will:

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- Understand people analytics's fundamental concepts and principles and its relevance in HR management.
- Acquire the skills to collect, clean, and prepare HR data for analysis and visualization.
- Apply statistical techniques and data exploration methods to uncover insights from HR data.
- Develop an understanding of HR metrics and key performance indicators KPIs for effective HR measurement.
- Design and create interactive HR dashboards to communicate HR metrics and insights.
- Analyze workforce trends, identify patterns, and make data-driven talent management and organizational development recommendations.
- Utilize HR analytics to enhance employee engagement, retention, and performance.
- Integrate people analytics into HR processes and decision-making for strategic HR management.

Course Objectives

By the end of this people analytics and HR dashboarding course, participants will be able to:

- Understand the concept and importance of people analytics in modern HR practices.
- Acquire the skills to collect, analyze, and interpret HR data for strategic decision-making.
- Utilize HR dashboards to visualize and communicate workforce metrics effectively.
- Identify key HR metrics and indicators to measure and monitor organizational performance.
- Apply statistical techniques and data visualization tools to uncover insights from HR data.
- Design and develop impactful HR dashboards to support strategic HR initiatives.
- Integrate people analytics into HR processes for improved talent management and employee engagement.

Course Outline:

Unit 1: Introduction to People Analytics:

- Overview of people analytics and its role in modern HR practices.
- Importance of data-driven decision-making in HR management.
- Ethical considerations in people analytics.
- Key challenges and opportunities in implementing people analytics in organizations.
- Case studies showcasing successful applications of people analytics in HR management.

Unit 2: HR Data Collection and Preparation:

- Sources of HR data and methods of data collection.
- Data cleaning and preprocessing techniques.
- Ensuring data quality and accuracy.
- Techniques for integrating and harmonizing disparate HR data sources.
- Privacy and security considerations in handling HR data.

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Unit 3: Exploratory Data Analysis in HR Analytics:

- Descriptive statistics and measures of central tendency in HR data analysis.
- Data visualization techniques for understanding HR metrics and trends.
- Identifying outliers and patterns in HR data.
- Cluster analysis and segmentation to uncover employee groups and profiles.
- Text mining and sentiment analysis for extracting insights from employee feedback.

Unit 4: HR Metrics and Key Performance Indicators KPIs:

- Types of HR metrics and their significance in measuring organizational performance.
- Developing meaningful KPIs for different HR functions.
- Benchmarking HR metrics against industry standards.
- Linking HR metrics to organizational goals and strategies.
- Tracking and reporting HR metrics for continuous improvement.

Unit 5: Designing and Developing HR Dashboards:

- Principles of effective dashboard design and layout.
- Selecting appropriate visualization tools for HR data.
- Creating interactive HR dashboards to communicate insights.
- Designing dashboards for different HR stakeholders and decision-making levels.
- Incorporating drill-down and filtering functionalities in HR dashboards.

Unit 6: Applying Statistical Techniques in HR Analytics:

- Inferential statistics and hypothesis testing in HR data analysis.
- Correlation and regression analysis for identifying relationships in HR data.
- Predictive modeling and forecasting in HR analytics.
- Survival analysis for studying employee attrition and retention.
- Experimental design and A/B testing in HR experiments.

Unit 7: Integrating People Analytics in HR Processes:

- Leveraging people analytics to support talent acquisition and retention.
- Enhancing employee engagement and performance through HR analytics.
- Incorporating HR analytics in strategic workforce planning and organizational development.
- Change management strategies for implementing people analytics initiatives.
- Continuous improvement and evaluation of HR analytics practices.