

Analytics for HR

Utilizing Data to Produce Outcomes

Introduction

HR analytics is the use of people data for analytical procedures for the purpose of assessing, developing, and resolving business issues to promote organizational performance. Crucially, it makes it possible to use information gathered and combined from several sources both inside and outside the company to make evidence-based choices. People data gathered by HR and business information systems within the framework of the operational environment are used by HR analytics. Fundamentally, HR analytics gives HR professionals and the company insights on employee performance, ensuring that investments in "human capital" result in increased productivity, better performance, and a competitive advantage.

HR and the key stakeholders can monitor and report on worker productivity, well-being, innovation, and alignment thanks to HR analytics. Analytics is also utilized by HR teams to show ROI and SROI investment for HR activity, as well as the influence that HR policies and procedures have on workforce and organizational performance. HR ideas and analytics show line managers how to assess and enhance people and company performance, which is something they are becoming more and more interested in doing.

This training session on Course N Carry will emphasize:

- The function of HR in business strategy
- Analysing issues and reaching decisions
- Advancements in workforce analytics technology
- Effective Change Management
- Utilizing data to enhance day-to-day personnel management
- Analytics' place in education and training

Objectives

Participants in this Course N Carry training program will have the following skills at the end:

- Recognize the main modifications to the operating environment
- Analyse data to make predictions and remedial plans.
- Define the fundamentals of organizational transformation.
- Utilize a variety of HR assessment instruments to raise organizational effectiveness.
- Create HR measurements, put them to use, and make sure they complement organizational strategy.

Training Methodology

The teacher of this HR Analytics training course will use a range of tried-and-true adult learning teaching and facilitation strategies to provide participants with a complete education on the topics included in the training course outline.

Group discussions, solo and group exercises, self-report surveys, case studies, educational movies, and problem-solving exercises are all part of the seminar technique. In order to spark conversation and address participant queries, the teacher will weigh in on the subjects.

Organizational impacts

Organizations may guarantee that their delegates return equipped to make choices based on data analysis that is both clear and rational, rather than on conjecture, gut instinct, or intuition.

The following will also help the organization:

- Decisions that are impartial and open
- Evidence-based performance-related data
- Insights that can be implemented
- Analytics also aids in locating any potential fraud or wrongdoing.
- Analytics demonstrates the efficacy of recruitment tactics.
- Analytics in performance management helps identify top performers.

Personal Impact

The following benefits will be available to participants as they learn which metrics are pertinent to their organizations and how to properly adopt them:

The capacity to illustrate the function and significance of HR analytics

- A command of the necessary instruments and methods
- Acquired hands-on experience during the seminar
- An understanding of the uses of analytics
- Recognizing that the HR professional's judgment is still crucial

Who should attend?

A wide range of professionals can benefit from this Course N Carry training course, but the following are particularly noteworthy:

Those in charge of putting HR Analytics into practice

- HR professionals who want to use data to make better decisions
- Data analysts want to increase the return on their investments in human capital
- Managers on the line who want to know how data might enhance human performance
- Any HR professional looking to increase their versatility and skill set
- Those who are new to HR and want to focus on the expanding analytics field

Course Outline

Day 1

Overview of Analytics and HR Data - Overview of the Seminar - An Introduction to Analytics

- The justification for the evidence-based strategy
- Comprehending Probability and Significance in Statistics
- The analytics process's nine steps
- The objectives of an analytics plan
- Advanced analytics: Phases of the process

Day 2

The Idea of Human Capital

- Seeing workers as resources rather than expenses
- Methods for funding indicators related to human capital
- Assessing the results of investments and HR strategy
- Calculating ROI
- Integrating analytics for human capital into the company
- Evaluating how prepared the company is for HR analytics

Day 3

Gathering and Examining Data

- Recognizing the cultural setting
- Which data is suitable for analysis?
- Techniques for gathering data
- Measures for employee self-reporting and self-evaluation
- Analytics & Surveillance of Electronic Workforce
- Data safety

Day 4

HR Analytics and Metrics in Practice

- Hiring and choosing
- Education and growth
- Well-being, absenteeism, and attendance
- Planning for manpower
- Planning for succession and talent management
- HR efficiency and effectiveness

Day 5

Metrics for Productivity and Employee Performance

- Performance supervision Motivation of employees
- Employee involvement
- The agreement between the mind and body
- Accountability and Empowerment
- Final thoughts and future plans of action