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Course Name

HR Analytics – Data-Driven Human Resource Management

Sector Name

HR Strategy and Training

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HR Analytics – Data-Driven Human Resource Management

Course Introduction

In today’s data-driven world, HR professionals are expected to make strategic decisions based on evidence and analysis, not intuition. HR Analytics – also known as People Analytics – helps organizations gather, analyze, and interpret employee-related data to improve hiring, development, engagement, and retention strategies. This course is designed to equip HR professionals with practical skills in data analysis, reporting, and decision-making using modern analytics tools.

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HR Analytics – Data-Driven Human Resource Management

Target Audience

✓ HR Managers and Officers

✓ Talent Management Professionals

✓ Organizational Development Specialists

✓ HR Business Partners

✓ Data Analysts working with HR departments

✓ Anyone interested in using data for better HR decision-making

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Learning Objectives

- ✓ Understand the fundamentals and strategic importance of HR analytics.
- ✓ Learn how to collect, organize, and interpret HR data.
- ✓ Apply analytical tools to assess HR functions such as recruitment, training, and retention.
- ✓ Use dashboards and visualization tools to communicate HR insights.
- ✓ Build predictive models to forecast HR trends and behaviors.

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HR Analytics – Data-Driven Human Resource Management

Course Outline

✓ DAY 01

Introduction to HR Analytics

- ✓ What is HR Analytics and why it matters
- ✓ Key metrics in HR (turnover, cost-per-hire, engagement)
- ✓ Stages of HR data maturity
- ✓ Case studies from global organizations

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Course Outline

✓ Day 02

Data Collection and Management in HR

- ✓ Sources of HR data (HRIS, surveys, ATS, etc.)
- ✓ Data quality and cleansing
- ✓ Privacy and ethical considerations
- ✓ Structuring data for analysis

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Course Outline

✓ Day 03

HR Reporting and Visualization

- ✓ Building dashboards using Excel and Power BI
- ✓ Visualizing trends and anomalies in workforce data
- ✓ Creating impactful HR reports
- ✓ Storytelling with data

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Course Outline

✓ Day 04

Applying Analytics to Key HR Areas

- ✓ Recruitment funnel and candidate analytics
- ✓ Performance and engagement analysis
- ✓ Training impact and ROI evaluation
- ✓ Turnover prediction and retention strategies

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HR Analytics – Data-Driven Human Resource Management

Course Outline

✓ Day 05

Predictive HR Analytics and Strategy

- ✓ Introduction to predictive modeling in HR
- ✓ Building a data-driven HR strategy
- ✓ Aligning analytics with organizational goals
- ✓ Final project: solving an HR challenge with analytics

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Jan. 10, 2027	Jan. 14, 2027	5 days	4250.00 $	KSA , Riyadh
Aug. 30, 2027	Sept. 3, 2027	5 days	4250.00 $	UAE , Dubai
May 10, 2027	May 14, 2027	5 days	4950.00 $	England , London
Nov. 30, 2026	Dec. 4, 2026	5 days	4250.00 $	UAE , Abu Dhabi

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