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Course Name

Data and Analytics for Operational HR Intelligence Excellence

Sector Name

HR Strategy and Training

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Data and Analytics for Operational HR Intelligence Excellence

Course Introduction

As organizations increasingly rely on data-driven decision-making, Human Resources has evolved from a purely administrative function into a strategic business partner that delivers measurable value through workforce intelligence.

Modern HR professionals are expected to transform operational data into meaningful insights that improve workforce planning, optimize HR processes, enhance employee experiences, and support evidence-based decisions across the organization. Developing analytical capabilities within HR has therefore become essential for improving operational efficiency and organizational performance.

Designed by **BOOST**, this comprehensive program equips participants with the knowledge, analytical techniques, and practical tools required to collect, analyze, interpret, and visualize HR operational data. Participants will learn how to develop meaningful HR metrics, build actionable dashboards, identify workforce trends, and generate business intelligence that supports strategic and operational decision-making while aligning HR initiatives with organizational objectives.

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Data and Analytics for Operational HR Intelligence Excellence

Target Audience

- ✓ HR Managers and Supervisors
- ✓ HR Business Partners
- ✓ HR Operations Professionals
- ✓ Workforce Planning Specialists
- ✓ HR Analysts and Reporting Specialists
- ✓ Talent Management and Organizational Development Professionals

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Learning Objectives

- ✓ Understand the role of data analytics in modern HR operations and decision-making.
- ✓ Develop meaningful HR metrics and key performance indicators.
- ✓ Analyze workforce data to identify trends, risks, and improvement opportunities.
- ✓ Build HR dashboards and visual reports that support business decisions.
- ✓ Apply predictive and operational analytics to improve HR performance.
- ✓ Develop data-driven recommendations that enhance workforce effectiveness and organizational outcomes.

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Data and Analytics for Operational HR Intelligence Excellence

Course Outline

✓ DAY 01

Foundations of HR Data Analytics

HR Analytics Fundamentals

- ✓ Evolution of HR analytics and workforce intelligence
- ✓ Types of HR data and information sources
- ✓ Building a data-driven HR culture

HR Operational Metrics

- ✓ Defining meaningful HR Key Performance Indicators
- ✓ Measuring operational HR performance
- ✓ Aligning HR metrics with organizational objectives

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Course Outline

✓ DAY 02

Workforce Data Analysis

Data Collection and Management

- ✓ Ensuring data quality and consistency
- ✓ Organizing HR operational databases
- ✓ Data governance and confidentiality principles

Workforce Analytics Techniques

- ✓ Identifying workforce trends and patterns
- ✓ Employee lifecycle analytics
- ✓ Analyzing operational HR performance indicators

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Course Outline

✓ DAY 03

HR Intelligence and Performance Insights

Advanced HR Reporting

- ✓ Transforming data into business insights
- ✓ Designing effective HR reports
- ✓ Communicating analytical findings to leadership

Dashboard Development

- ✓ Building interactive HR dashboards
- ✓ Visualizing workforce performance
- ✓ Monitoring operational HR indicators in real time

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Course Outline

✓ DAY 04

Predictive Analytics for HR Operations

Predictive Workforce Intelligence

- ✓ Forecasting workforce requirements
- ✓ Identifying retention and turnover risks
- ✓ Supporting proactive workforce planning

Operational Decision Support

- ✓ Applying analytics to HR process improvement
- ✓ Using data for resource optimization
- ✓ Enhancing employee experience through analytics

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Course Outline

✓ DAY 05

Exploring the Future of HR Intelligence and Building Effective Strategy

Emerging Technologies in HR Analytics

- ✓ Artificial Intelligence in HR decision-making
- ✓ Automation and intelligent workforce analytics
- ✓ Future trends in people analytics

Building an HR Analytics Strategy

- ✓ Developing an HR intelligence roadmap
- ✓ Measuring business impact through analytics
- ✓ Establishing continuous improvement using HR data

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Nov. 8, 2026	Nov. 12, 2026	5 days	4250.00 \$	KSA , Riyadh
Jan. 4, 2027	Jan. 8, 2027	5 days	4950.00 \$	Netherlands , Amsterdam
June 14, 2027	June 18, 2027	5 days	4250.00 \$	UAE , Dubai
Aug. 9, 2027	Aug. 13, 2027	5 days	4250.00 \$	UAE , Abu Dhabi

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