

Course Title: Introduction to HR Analytics

Basic data science concepts have permeated the domain of strategic human resource management. With wide spread use of data management approaches to elevate the level of strategic human resource management to become evidence-based management, the use of HR analytics techniques has become essential for HR leaders and practitioners to appreciate and apply. This introductory workshop provides a snapshot of various possible applications in the emerging field of HR analytics with the technical details.

Learning Objectives:

At the end of the workshop, the participants will be able to:

- understand essential data analytics and the key applications in human resource management;
- acquire the basic knowledge of how analytics will transform the work of HR Management; and
- understand the basic tools available in HR Analytics.

Course Content:

- **Overview of contemporary HR Analytics**
 - Business case of HR Analytics
 - Common HR issues and applications
 - Emerging trends of HR Analytics
- **Introduction to the analytics process and techniques**
 - Answering Business questions and issues with HR analytics
 - The various uses of HR Analytics output
 - What matters to the organisation?
 - Various types of HR indicators and their uses
- **The use of basic statistics in Human Resource Management**
 - Mean, Median and Mode
 - Correlation and Regression
 - ANOVA
- **HR Statistics & Reporting**
 - Identification HR Metrics
 - Use of HR Metrics for HR Decisions
 - Use of MS Excel in HR Statistics and Reporting
- **Developing Insights with HR Analytics**
 - Approaches to data visualisation
 - Creating an HR dashboard with MS Excel and other approaches

Who Should Attend:

HR professionals and business managers who wish to develop data savviness in HR Analysis. Those who wish to have an overview of HR Analytics before attending a more detailed HR Analytics workshop.

Training Methodology:

Besides inputs from the experienced facilitator, the workshop will involve intensive use of exercises, group discussions and examination of actual analysis example with experience sharing.

Course Duration:

1 Day (7 hours)