informatech



HUMAN RESOURCES AND TRAINING | HRT-051

Effective HR Metrics and Analytics Training

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Course content

Why Attend

Why Attend Modern HR functions are expected to demonstrate measurable value, support business strategy, and make informed decisions based on evidence rather than assumptions. HR metrics and analytics help organizations improve workforce planning, recruitment, performance, engagement, and change initiatives. This course provides participants with practical tools to design meaningful HR metrics, analyze workforce data, and turn insights into strategic actions.

Course Methodology This course uses an interactive and practical approach through presentations, case studies, group discussions, KPI design workshops, analytics exercises, practical templates, and real workplace examples.

Course Objectives

- Understand the role of HR metrics and analytics in modern organizations
- Apply evidence-based approaches to HR decision-making
- Design useful HR KPIs and measurement systems
- Use analytics to improve recruitment, planning, and talent management
- Support organizational change using data insights
- Measure employee performance, engagement, and motivation
- Understand ethical and data security considerations
- Build practical HR analytics action plans

Target Audience

- HR Professionals
- HR Managers
- HR Analysts
- Talent Management Specialists



Course content

Target Audience

- Learning and Development Professionals
- Business Leaders overseeing HR functions
- Anyone responsible for workforce planning and HR reporting

Target Competencies

- HR Analytics
- KPI Development
- Data Interpretation
- Strategic HR Management
- Performance Measurement
- Workforce Planning
- Change Management
- Decision-Making

Course outline

Day 1: Strategy and Analytics and HR Role

- Historical evolution of HR metrics and analytics
- Rationale for an evidence-based approach to HR decision-making
- Differences between data, information, and insights
- Definition of HR analytics and predictive analytics
- HR contribution to business strategy
- Introduction to human capital management approach

Day 2: HR Tools and Methods



Course content

Course outline

- Distinguishing between qualitative and quantitative HR data
- Rational problem analysis techniques and decision-making models in HR
- Measuring effectiveness, efficiency, and impact of HR functions
- Data collection and analysis techniques for HR data
- Designing HR metrics and organization-specific KPIs
- Data security and ethical considerations in HR analytics

Day 3: Driving Organisational Change

- Impact of cultural context on change initiatives
- Dynamic business, environment, and technology drivers of change
- Application of change theories in HR
- Identifying enablers and barriers to change management
- Causes and consequences of resistance to change
- Best practices for implementing strategic change initiatives

Day 4: Implementing HR Metrics and Analytics

- Application and importance of Balanced Scorecards
- Using analytics in human resource planning
- Recruitment analytics to improve talent acquisition strategies
- Predictive analytics for succession planning and talent management
- Conducting skills analysis and training needs assessment
- Importance of analysing absence management trends

Day 5: Metrics and Analytics to Enhance Employee Performance

- Role of metrics and analytics in performance management



Course content

Course outline

- Four-stage performance management process
- Measuring employee motivation, engagement, and empowerment
- Developing accountability frameworks using HR analytics
- Recap and lessons learned
- Final workshop: Build an HR metrics dashboard plan



Seminar dates

Available seminar dates

Live dates and pricing for Effective HR Metrics and Analytics Training generated from the course details page.

Date	Location	Format	Fee
16 - 20 November 2026	Istanbul - Turkey	Classroom	**€3,080.-**
7 - 11 December 2026	Amsterdam - Netherlands	Classroom	**€3,360.-**
14 - 18 December 2026	Istanbul - Turkey	Classroom	**€2,560.-**
21 - 25 December 2026	Paris - France	Classroom	**€3,520.-**
4 - 8 January 2027	Madrid - Spain	Classroom	**€3,400.-**
1 - 5 February 2027	London - U.K	Classroom	**€3,360.-**
1 - 5 March 2027	Istanbul - Turkey	Classroom	**€2,280.-**
5 - 9 April 2027	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
3 - 7 May 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**
7 - 11 June 2027	Geneva - Switzerland	Classroom	**€4,200.-**
5 - 9 July 2027	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
2 - 6 August 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**
6 - 10 September 2027	London - U.K	Classroom	**€3,360.-**
4 - 8 October 2027	Barcelona - Spain	Classroom	**€3,080.-**
1 - 5 November 2027	London - U.K	Classroom	**€3,360.-**
6 - 10 December 2027	Barcelona - Spain	Classroom	**€3,080.-**