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HUMAN RESOURCES AND TRAINING | HRT-017

HR Metrics & Workforce Analysis

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Course content

Why Attend

Course Introduction

This HR Metrics and Analytics training course is designed to equip you with the tools and mindset required to tackle the challenges of maintaining an evidence-based approach. It will help you build confidence in using workforce and HR metrics to analyze data, interpret human capital analytics, solve problems, and assess solutions. You will gain skills to effectively review, define, measure, and track HR metrics that align with your organization's business objectives. Adopting this evidence-based approach will shift HR professionals into a more strategic role, enabling them to contribute more effectively to business decision-making.

This HR Metrics & Workforce Analysis training course will highlight:

• HR's role in corporate strategy

• Problem-solving, analysis, and decision-making techniques

• Technological advancements in workforce analytics

• Effective change management strategies

• Leveraging data for enhanced people management

Course Methodology

This HR Metrics & Workforce Analysis training course will use a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This includes high interaction with tutorial input as well as case studies, videos, individual and syndicated work.

There will be opportunity for discussion and for participants to compare experience. Time will be allocated at the end of each day to reflect upon the learning and plan to transfer the knowledge back to the workplace.

Who should Attend?

This HR Metrics & Workforce Analysis training course is beneficial for a wide range of professionals, especially:

• HR Professionals looking to expand HR's role within their organization

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Course Methodology

• HR Professionals responsible for providing data to support strategy development and execution

• Senior Managers seeking to understand how to drive strategic and organizational change with HR support

Course Objectives

By the end of this HR Metrics & Workforce Analysis training course, participants will be able to:

• Understand the role of analytics in assessing behavior and performance

• Perform in-depth analytical assessments

• Make decisions grounded in evidence rather than personal opinion

• Define principles of organizational change

• Use various assessment tools to drive improvements in organizational performance

Course outline

Day One: Overview of Analytics, Strategy & HR's Role

• The rationale for evidence-based approach

• Data, information and insights

• Defining analytics and predictive analytics

• Strategic HR versus Personnel Management

• HR's contribution to strategy

• Human Capital Approach

Day Two: HR Tools and Methods

• Quantitative v Qualitative data

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Course outline

- Rational problem analysis and models of decision-making
- Measures of HR effectiveness, efficient and impact
- Methods of data capture and benchmarking
- Employee Self- assessment and self-report measures
- Electronic workforce surveillance & analytics

Day Three: Driving Organisational Change

- Understanding the cultural context
- Dynamic nature of business, environment & technology driving change
- Theories of organisation change and how to use them
- Enablers and impediments to change
- Resistance to change
- Implementing strategic change

Day Four: Putting HR Metrics and Analytics into Action

- The Balanced Scorecard
- Human Resource Planning
- Recruitment Analytics
- Succession Planning & Talent Management
- Absence management
- Skills analysis and training needs analysis

Day Five: Metrics and Analytics for Improving Employee Performance

- Performance Management

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Course outline

- Employee Motivation
- Engagement
- Empowerment and Accountability
- Conclusion and Action Planning

Seminar dates

Available seminar dates

Live dates and pricing for HR Metrics & Workforce Analysis generated from the course details page.

Date	Location	Format	Fee
20 - 24 July 2026	Frankfurt - Germany	Classroom	**€3,250.-**
3 - 7 August 2026	Barcelona - Spain	Classroom	**€3,850.-**
7 - 11 September 2026	Frankfurt - Germany	Classroom	**€3,250.-**
12 - 16 October 2026	Rome - Italy	Classroom	**€4,250.-**
9 - 13 November 2026	Kuala lumpur - Malaysia	Classroom	**€2,250.-**
14 - 18 December 2026	Barcelona - Spain	Classroom	**€3,850.-**

Live online option	Online delivery is available at €1,850.-.