# HR Analysis

30 August – 3 September 2027
London (UK)

UK Traininig
PARTNER



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## Why This Course

In the modern data-driven workplace, human resources professionals play a critical role in shaping strategic decisions through evidence and analytics. HR Analysis transforms traditional HR management into a discipline powered by data, insights, and measurable impact.

This program equips participants with the tools and techniques to collect, interpret, and apply workforce data for smarter decision-making. Through hands-on exercises and real-world cases, participants learn to transform HR metrics into strategic insights — driving improved performance, engagement, and organizational success.

## What You'll Learn and Practice

By joining this program, you will:

- Understand the foundations and strategic importance of HR analytics.
- Learn to collect, organize, and interpret HR data effectively.
- Develop analytical models for talent acquisition, performance, and retention.
- Use data visualization to communicate insights and drive leadership decisions.
- Explore predictive analytics for workforce trends and risk forecasting.
- Integrate HR analytics into strategic workforce and business planning.

## The Program Flow

### Day 1: The Role and Foundations of HR Analytics

- What is HR analytics, and why does it matter in modern organizations?
- Moving from intuition to data-driven HR decision-making.
- Understanding data sources: HRIS, surveys, performance metrics, and more.
- Case study: how HR analytics transformed talent strategy in a global firm.

### Day 2: Data Collection and Management

- Building reliable and structured HR datasets.
- Data quality, integrity, and ethics in people analytics.
- Introduction to key HR metrics and KPIs.
- Workshop: Creating a data framework for an HR analytics project.



### Day 3: Analytical Tools and Methods

- Quantitative and qualitative HR data analysis techniques.
- Using Excel, Power BI, or analytics platforms for HR reporting.
- Correlation, trend, and regression analysis for workforce insights.
- Practical exercise: analyzing retention and turnover trends using HR data.

### Day 4: Strategic Application of HR Analytics

- Linking HR metrics to business performance indicators.
- Predictive analytics for hiring, attrition, and performance outcomes.
- Building dashboards for HR decision-making and leadership reporting.
- Group project: developing a people analytics case with data visualization.

### Day 5: Governance, Impact, and the Future of HR Analytics

- Integrating HR analytics into organizational strategy and planning.
- Communicating insights to executives and stakeholders.
- Governance, privacy, and ethical considerations in people analytics.
- Future trends: AI, machine learning, and automation in HR analytics.
- Action workshop: designing a full HR analytics strategy for your organization.

## Individual Impact

- Build confidence in using data for people management decisions.
- Strengthen analytical thinking and HR problem-solving capabilities.
- Gain practical skills in HR data interpretation, visualization, and forecasting.
- Become a trusted advisor through evidence-based insights.

## Work Impact

- Improve organizational decision-making through HR data transparency.
- Strengthen workforce planning, engagement, and performance management.
- Enable predictive insight into workforce risks and opportunities.
- Foster a culture of continuous improvement driven by analytics.

## Training Methodology

This program blends analytics, technology, and HR strategy to ensure hands-on learning and real-world applicability. Learning methods include:

- Interactive demonstrations of HR analytics tools and dashboards.
- Data analysis and visualization workshops.
- Real-world case studies from leading organizations.
- Group simulations and HR analytics project design.



• Toolkits and templates for ongoing analytics integration.

## Beyond the Course

**Upon completion, participants will be equipped to transform HR data into actionable intelligence. They will leave prepared to leverage analytics to support strategic decisions, forecast trends, and create measurable value — establishing HR as a true business partner in driving organizational excellence.**

