BLACKBIRD FOR TRAINING

HR Analysis

16 – 20 August 2027
Edinburgh (UK)



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Ref: 328845_238649 **Date:** 16 – 20 August 2027 **Location:** Edinburgh (UK) **Fees:** 5200 GBP

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.

