London TDM

Finance and Accounting

Course Venue: United Kingdom - London

Course Date: From 09 November 2025 To 13 November 2025

Course Place: London Paddington

Course Fees: 6,000 USD

Introduction

The "Human Capital Analytics and HR Metrics" course is designed to equip HR professionals with the skills and knowledge necessary to leverage data-driven insights in managing an organization's most valuable asset—its people. Over the course of five days, participants will learn how to gather, analyze, and interpret HR data to make informed strategic decisions, improve employee engagement, and enhance overall organizational performance.

Objectives

- Understand the fundamentals of human capital analytics and HR metrics.
- Learn how to collect and analyze HR data effectively.
- Gain insights into aligning HR analytics with organizational goals.
- Develop skills in interpreting and presenting data to stakeholders.
- Implement HR metrics to drive strategic decision-making.

Course Outlines

Day 1: Introduction to Human Capital Analytics

- Overview of human capital management and analytics.
- Importance of data-driven decision-making in HR.
- Key terminology and concepts in HR analytics.
- Current trends and future directions in HR analytics.
- Introduction to essential analytical tools and software.

Day 2: Data Collection and Management

- Sources of HR data: internal and external.
- Best practices for data collection and management.
- Ensuring data quality and accuracy.
- Data privacy and ethical considerations.
- Hands-on session: Setting up a data collection plan.

Day 3: Analyzing HR Data

- Quantitative vs. qualitative data analysis.
- Using statistical methods to analyze HR data.
- Introduction to predictive analytics in HR.
- Case studies of successful HR analytics implementations.
- Workshop: Analyzing sample HR datasets.

Day 4: Interpreting and Communicating Insights

- Translating data analysis into actionable insights.
- Effective visualizations for presenting HR data.
- Crafting narratives to communicate findings to stakeholders.
- Building HR dashboards for continuous insights.
- Interactive session: Presenting findings to mock stakeholders.

Day 5: Implementing and Evaluating HR Strategies

- Linking analytics to HR strategy and organizational goals.
- Measuring the impact of HR interventions using metrics.
- Agile approaches to HR strategy adjustments.
- Challenges and solutions in implementing HR analytics.
- Course wrap-up: Developing a personalized action plan.