

HR Analytics Training

Unlocking Insights for Strategic HR Decision-Making

Overview:

The HR Analytics Training Program is designed to equip HR professionals and managers with the knowledge and skills necessary to leverage data-driven insights in their strategic decision-making processes. In today's dynamic business environment, HR analytics plays a pivotal role in optimizing talent management, enhancing employee engagement, and driving organizational success. Through a combination of theoretical concepts, practical applications, and case studies, participants will gain a deep understanding of HR analytics methodologies, tools, and best practices. This comprehensive training program covers a wide range of topics, including data science fundamentals, statistical analysis techniques, and HR-specific applications such as employee engagement, workforce planning, and performance prediction.

Objectives:

1. To provide participants with a solid understanding of HR analytics concepts, methodologies, and tools.
2. To demonstrate the importance of HR analytics in improving organizational performance, talent management, and employee engagement.
3. To equip participants with practical skills in data collection, processing, analysis, and interpretation using SPSS and other relevant tools.
4. To enable participants to apply HR analytics techniques to real-world scenarios through case studies and practical exercises.
5. To empower participants to make informed HR decisions based on data-driven insights and predictive analytics.
6. To foster a culture of continuous improvement and innovation within HR departments through the adoption of analytics-driven practices.

Targeted Group:

This training program is tailored for HR professionals and managers at all levels, including:

- HR Managers and Directors
- HR Analysts
- Talent Acquisition Specialists
- Learning and Development Managers
- Employee Relations Specialists
- HR Business Partners
- HR Consultants
- HR Generalists

- Anyone or managers who are involved in HR functions who wishes to enhance their analytical skills and leverage data for strategic decision-making.

This training program is suitable for individuals working in diverse industries and organizations of all sizes seeking to enhance their HR capabilities through analytics-driven practices.

Topics

1. Introduction to Human Resource Management Function

- Definition of Human Resource Management
- Functions of HR Management

2. HR Sciences

- Overview of disciplines contributing to HR management:
 - Psychology
 - Sociology
 - Social psychology
 - Anthropology
 - Statistics
 - Information technology
 - Law and regulations

3. Introduction to HR Analytics

- Definition of HR Analytics
- Importance of HR Analytics in modern organizations
- Stages of HR Analytics:
 - Diagnostics Analytics
 - Descriptive Analytics
 - Predictive Analytics
 - Prescriptive analytics

4. Introduction to SPSS

- Overview of SPSS program
- Basic operations in SPSS
- Managing SPSS working sheet

5. Data Science Introduction

- Types of factors: Independent, Dependent, Mediating, Moderating
- Statistical measures:

- Correlation
- Means
- Frequency Distribution
- Mode
- Median
- Minimum
- Maximum
- Standard deviation
- Statistical tests:
 - T-Test (Independent, Paired)
 - One-way ANOVA
 - Multivariate Analysis of Variance (MANOVA)
 - Chi-Square
 - Multiple Regression Analysis

6. HR Analytics Cases

Case studies demonstrating HR analytics applications in real-world scenarios.

a) *Employer Branding Analytics*

- Building a strong employer brand
- Conducting Employer branding analytics

b) *Workforce Planning Analytics*

- Importance of workforce planning in HR strategy
- Methods for conducting workforce analysis and planning for future needs.

c) *Effective Employee Selection Process and Predicting Candidate Performance*

- Using HR analytics to predict candidate performance before the hiring decisions.
- Factors influencing employee performance and methods for predictive modeling.

d) *Effective Employee Orientation Programs and Analytics*

- Introduction to Multivariate Analysis of Variance (MANOVA)
- Application of MANOVA in HR analytics, particularly in orientation programs

e) *Measuring the Impact of Different Training Programs*

- Evaluating the effectiveness of various training programs
- Techniques for measuring the impact of training on employee performance and development.

f) Employee Engagement and its impact of employee performance

- Understanding the meaning of employee attitudes and types.
- Understanding and measuring employee engagement
- Techniques for improving employee engagement.

g) Organizational Commitment and its impact of employee performance

- Definition and importance of organizational commitment
- Strategies for fostering organizational commitment.

h) Monitoring the Impact of Interventions

- Methods for monitoring and evaluating HR interventions.
- Tools and metrics for measuring intervention effectiveness.

Conclusion

- Summary of Key Points
- Discussion on the future of HR analytics
- Q&A

Appendix and References

- Additional reading materials
- Source and citation list.

Training Format:

- Duration: 20 hours.
- Delivery: In-person workshops and online modules.
- Hands-on exercises and real-world case studies.
- Q&A sessions for clarifying concepts.

Certification: Participants who complete the program will receive a certificate in HR Analytics accredited from the German Jordanian university and the Jordanian ministry of higher education.

Trainer: Our trainer is an experienced HR and analytics expert with a proven track record of guiding organizations toward data-driven HR excellence.

Registration: To register or learn more, contact us at 00962-077-5313-876.