ITC

International Training
Center Paris

TRAINING SCHEDULE

HUMAN RESOURCE ANALYTICS CERTIFICATE PROGRAM

Overview:

The Human Resource Analytics Certificate Program is designed to provide participants with the skills and knowledge needed to use data to make informed decisions in human resource management. The program will focus on techniques for collecting, analyzing, and interpreting data related to HR functions such as recruitment, selection, performance management, and employee engagement.

Objectives: The objectives of the Human Resource Analytics Certificate Program are:

1. Develop an understanding of the role of analytics in human resource management.
2. Learn how to collect and analyze HR data to identify trends and make informed decisions.
3. Understand how to use HR analytics to measure and evaluate the effectiveness of HR programs and initiatives.
4. Develop skills in data visualization and reporting to effectively communicate HR insights to stakeholders.
5. Understand legal and ethical considerations in HR analytics.

Throughout the training program, participants will engage in a variety of learning activities, including case studies, group discussions, simulations, and hands-on exercises using HR analytics tools and software. The program is designed to provide participants with a solid understanding of HR analytics concepts and techniques, as well as practical skills in collecting, analyzing, and communicating HR data.

Targeted Groups:

- HR data analysts
- HR analytics managers
- HR professionals focusing on data-driven decisions
- Data scientists exploring HR analytics
- Professionals seeking to enhance HR analytical skills

Planning:

Day 1: Introduction to HR Analytics

- Understanding the role of analytics in HR management
- Overview of HR data sources
- Introduction to HR analytics tools and techniques

Day 2: Recruitment and Selection Analytics

- Collecting and analyzing recruitment and selection data
- Measuring the effectiveness of recruitment and selection programs
- Identifying trends and making data-driven decisions in recruitment and selection

Day 3: Performance Management Analytics

- Collecting and analyzing performance management data
- Measuring the effectiveness of performance management programs
- Identifying trends and making data-driven decisions in performance management

Day 4: Employee Engagement Analytics

- Collecting and analyzing employee engagement data
- Measuring the effectiveness of employee engagement programs
- Identifying trends and making data-driven decisions in employee engagement

Day 5: Data Visualization and Reporting

- Techniques for data visualization and reporting
- Communicating HR insights to stakeholders
- Legal and ethical considerations in HR analytics