

HR ANALYTICS: LEVERAGING DATA FOR BETTER DECISIONS



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Introduction

HR leaders who base decisions on solid evidence build stronger, more resilient organizations. This HR Analytics: Leveraging Data for Better Decisions Training Course helps HR professionals translate workforce data into clear recommendations that guide hiring, retention, and performance strategy. Participants examine decision-making frameworks, data interpretation techniques, and reporting practices that connect analytics directly to business outcomes. Furthermore, the course explores how to select the right data sources, avoid common analytical pitfalls, and present findings persuasively to leadership. As a result, attendees gain the confidence to turn raw workforce data into decisions that improve organizational performance. This program suits professionals seeking to strengthen evidence-based decision-making within HR.

HR Analytics: Leveraging Data for Better Decisions Course Objectives

- Define evidence-based HR decision-making and its business value
- Apply the DIKW (Data, Information, Knowledge, Wisdom) model to HR data
- Select relevant data sources across the employee lifecycle
- Use descriptive and diagnostic analytics to explain workforce trends
- Apply predictive analytics to anticipate turnover and hiring needs
- Interpret correlation and causation correctly in workforce data
- Use visualization tools, including Power BI, to support decisions
- Apply a structured decision-making framework to HR problems
- Communicate data-driven recommendations to senior stakeholders
- Build a practical roadmap for embedding analytics into HR decisions

Course Methodology



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- Interactive lectures on decision-making frameworks and analytics models
- Case studies examining data-driven HR decisions in practice
- Hands-on workshops interpreting sample workforce datasets
- Group exercises applying decision frameworks to HR scenarios
- Practical demonstrations of visualization and reporting tools
- Continuous feedback sessions to reinforce learning outcomes

Who Should Take This Course

- HR managers and generalists making workforce decisions
- People analytics and workforce planning professionals
- HR business partners advising department leaders
- Talent acquisition specialists using recruitment data
- Organizational development professionals supporting change
- Senior HR leaders overseeing strategic workforce decisions

HR Analytics: Leveraging Data for Better Decisions

Course Outlines

Day 1: Foundations of Data-Driven HR Decisions

- Defining evidence-based decision-making in HR
- Applying the DIKW model to workforce information
- Distinguishing data, metrics, and insights
- Common barriers to data-driven HR practices
- Building a culture that values evidence over assumption
- Aligning data use with organizational priorities



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- Case study: HR decisions transformed by data

Day 2: Data Sources and Descriptive Analysis

- Identifying data sources across the employee lifecycle
- Applying descriptive analytics to summarize workforce trends
- Using diagnostic analytics to explain performance gaps
- Structuring data for clear interpretation
- Avoiding common data quality issues
- Interpreting correlation without assuming causation
- Practical exercise: analyzing a workforce dataset

Day 3: Predictive Analytics for Workforce Decisions

- Introduction to predictive analytics in HR
- Forecasting turnover and attrition risk
- Predicting hiring needs based on historical trends
- Applying regression analysis to workforce factors
- Evaluating model accuracy and limitations
- Balancing predictive insights with human judgment
- Case study: predictive analytics supporting retention decisions

Day 4: Decision Frameworks and Visualization

- Applying structured decision-making frameworks to HR problems
- Weighing data-driven options against organizational constraints
- Designing dashboards using Power BI for decision support
- Choosing the right visualization for different audiences



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- Avoiding misleading data presentations
- Testing decisions against alternative scenarios
- Practical exercise: building a decision-support dashboard

Day 5: Communicating and Applying Insights

- Structuring data-driven recommendations for leadership
- Tailoring communication style to different stakeholders
- Building confidence in data-supported decisions
- Measuring the outcomes of analytics-driven decisions
- Sustaining a culture of continuous data use
- Overcoming resistance to data-driven change
- Final workshop: presenting a data-driven decision case

Conclusion

By successfully completing the HR Analytics: Leveraging Data for Better Decisions Training Course, participants will have acquired practical knowledge of decision frameworks, predictive analytics, and communication techniques that support evidence-based HR practice. Furthermore, learners gain the confidence to translate workforce data into clear, actionable recommendations. As a result, participants return to their organizations ready to strengthen the quality of HR decisions. Gentex Training Center designed this program to connect analytical thinking with practical, results-driven HR decision-making.

FAQs





Q1 What is the "HR Analytics: Leveraging Data for Better Decisions" course about?

This course covers how HR professionals can use workforce data to guide decisions, including data interpretation, predictive analysis, and communicating insights that support strategic HR choices.

Q2 What are the key benefits of the "HR Analytics: Leveraging Data for Better Decisions" course?

Participants gain the ability to interpret data accurately, anticipate workforce risks, apply structured decision frameworks, and present recommendations persuasively, ultimately improving the quality of HR decisions.

Q3 What skills will I gain from the "HR Analytics: Leveraging Data for Better Decisions" course?

Learners develop skills in data interpretation, predictive analysis, decision-framework application, and stakeholder communication, enabling confident, evidence-based decision-making across HR functions.

Q4 What tools, methods, or standards are covered in the "HR Analytics: Leveraging Data for Better Decisions" course?

The course covers the DIKW model, descriptive and predictive analytics techniques, regression analysis, and visualization tools such as Power BI used to support HR decision-making.

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Q5 How is the "HR Analytics: Leveraging Data for Better Decisions" course applied in real-world practice?

Participants apply these concepts by analyzing workforce datasets, forecasting attrition risk, building decision-support dashboards, and presenting data-driven recommendations that guide real HR decisions.

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