

HR ANALYTICS



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TRAINING CENTER



Introduction

Data-driven decision-making has become essential for HR functions seeking to demonstrate measurable business impact. This HR Analytics Training Course introduces HR professionals to the tools, methods, and metrics needed to transform workforce data into actionable insights. Participants explore key HR metrics, predictive modeling, and dashboard design that support strategic talent decisions. Furthermore, the course connects statistical concepts with practical HR applications, ensuring learners can analyze data confidently without requiring a technical background. As a result, attendees gain the skills needed to influence hiring, retention, and performance strategies through evidence-based insights. This program suits HR professionals seeking to strengthen their analytical capabilities and data literacy.

HR Analytics Course Objectives

- Define HR analytics and its role in strategic decision-making
- Identify key HR metrics, including turnover rate and time-to-hire
- Apply descriptive, predictive, and prescriptive analytics models
- Use dashboards to visualize workforce data effectively
- Analyze employee engagement survey data for actionable insights
- Apply statistical methods, including correlation and regression analysis
- Build predictive models to forecast turnover and attrition risk
- Use HRIS and analytics platforms, including Power BI and Tableau
- Ensure data privacy and ethical use of employee information
- Build a practical roadmap for implementing HR analytics initiatives

Course Methodology

- Interactive lectures on HR analytics concepts and models

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- Case studies examining real HR analytics applications
- Hands-on workshops using dashboard and visualization tools
- Group exercises analyzing sample workforce datasets
- Practical demonstrations of predictive modeling techniques
- Continuous feedback sessions to reinforce learning outcomes

Who Should Take This Course

- HR managers and generalists seeking data literacy skills
- People analytics and workforce planning professionals
- Talent acquisition specialists using recruitment data
- HR business partners supporting data-driven decisions
- Compensation and benefits analysts working with metrics
- Senior HR leaders overseeing analytics-driven strategy

HR Analytics Course Outlines

Day 1: Foundations of HR Analytics

- Defining HR analytics and its strategic value
- Overview of descriptive, predictive, and prescriptive analytics
- Key HR metrics: turnover rate, time-to-hire, and cost-per-hire
- Data sources within HR information systems
- Building a data-driven HR culture
- Common challenges in HR analytics adoption
- Case study: organizations using HR analytics effectively





Day 2: Data Collection and Metric Design

- Identifying relevant data sources across the employee lifecycle
- Ensuring data quality and consistency
- Designing meaningful HR metrics and KPIs
- Structuring employee engagement surveys for analysis
- Applying data privacy and ethical considerations
- Aligning metrics with organizational goals
- Practical exercise: designing an HR metrics framework

Day 3: Statistical Methods for HR Data

- Introduction to descriptive statistics for HR data
- Applying correlation analysis to workforce trends
- Using regression analysis to identify predictive factors
- Interpreting statistical significance in HR contexts
- Avoiding common statistical misinterpretations
- Applying statistical tools without coding expertise
- Case study: statistical analysis of retention data

Day 4: Predictive Analytics and Dashboards

- Building predictive models for turnover and attrition
- Forecasting workforce demand using historical data
- Designing dashboards using Power BI and Tableau
- Visualizing HR data for executive audiences
- Communicating analytics insights to non-technical stakeholders

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- Automating recurring HR reports
- Practical exercise: building an HR analytics dashboard

Day 5: Applying Analytics to HR Strategy

- Using analytics to inform recruitment strategy
- Applying analytics to performance and engagement decisions
- Measuring the ROI of HR analytics initiatives
- Building a phased HR analytics implementation plan
- Overcoming resistance to analytics adoption
- Sustaining a data-driven HR function
- Final workshop: presenting an HR analytics strategy plan

Conclusion

By successfully completing the HR Analytics Training Course, participants will have acquired practical knowledge of statistical methods, predictive modeling, and dashboard design that support evidence-based HR decision-making. Furthermore, learners gain the confidence to analyze workforce data and communicate insights effectively. As a result, participants return to their organizations ready to strengthen talent strategy through data. Gentex Training Center designed this program to connect analytical theory with practical, results-driven HR applications.

FAQs

Q1 What is the "HR Analytics" course about?





This course introduces HR professionals to the tools and methods used to analyze workforce data, covering key metrics, statistical techniques, and dashboard design that support evidence-based HR decisions.

Q2 What are the key benefits of the "HR Analytics" course?

Participants gain the ability to identify meaningful metrics, predict workforce trends, communicate data-driven insights, and influence strategic decisions, ultimately strengthening HR's role as a business partner.

Q3 What skills will I gain from the "HR Analytics" course?

Learners develop skills in statistical analysis, predictive modeling, dashboard design, and data-driven decision-making, enabling confident use of workforce data across HR functions.

Q4 What tools, methods, or standards are covered in the "HR Analytics" course?

The course covers correlation and regression analysis, predictive modeling techniques, and visualization platforms such as Power BI and Tableau, alongside data privacy and ethical data-use practices.

Q5 How is the "HR Analytics" course applied in real-world practice?

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Participants apply these concepts by analyzing engagement survey data, forecasting attrition risk, building dashboards, and presenting data-driven recommendations that guide talent decisions within their organizations.

