

TRANSFORMING HR DATA REPORTING WITH POWER BI AND AI ANALYTICS



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Introduction

Transforming HR Data Reporting with Power BI and AI Analytics Training Course equips HR professionals with the technical skills to convert raw workforce data into actionable insights. Organizations increasingly rely on data-driven decisions to guide workforce planning, retention strategies, and performance management. This course explores how Power BI dashboards, DAX formulas, and AI-powered analytics tools transform static HR reports into dynamic, interactive insights. Furthermore, participants learn to design data models that connect HR systems with visualization platforms, enabling faster and more accurate reporting. As a result, learners gain the confidence to build dashboards that communicate workforce trends clearly to senior stakeholders. By the end, participants hold the practical skills to modernize HR reporting functions.

Transforming HR Data Reporting with Power BI and AI Analytics Course Objectives

- Build interactive HR dashboards using Power BI
- Apply DAX formulas to calculate workforce metrics
- Connect HR systems data sources to Power BI for reporting
- Design data models that support accurate HR analytics
- Apply AI-powered analytics tools to predict workforce trends
- Use Power Query to clean and transform HR datasets
- Create visualizations that communicate turnover and retention data
- Apply predictive analytics techniques to headcount planning
- Design automated reporting workflows to reduce manual reporting time
- Interpret HR analytics results to support strategic decision-making

Course Methodology



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- Interactive lectures on Power BI and AI analytics tools
- Hands-on workshops building live HR dashboards
- Case studies using real workforce datasets
- Guided exercises applying DAX formulas and data models
- Group activities designing automated reporting workflows
- Peer review of dashboard design and data accuracy

Who Should Take This Course

- HR analysts and HR business partners
- HR managers responsible for workforce reporting
- People analytics and workforce planning specialists
- HR information systems professionals
- Talent management professionals using data for decisions
- Professionals seeking to modernize HR reporting processes

Transforming HR Data Reporting with Power BI and AI Analytics Course Outlines

Day 1: Foundations of HR Data Analytics

- Introduce Power BI interface and core reporting components
- Explore common HR data sources and system integrations
- Define key HR metrics such as turnover, tenure, and headcount
- Discuss data quality principles for accurate HR reporting
- Introduce AI-powered analytics tools relevant to HR
- Review common challenges in HR data reporting



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- Set up a basic Power BI workspace for HR data

Day 2: Data Preparation and Modeling

- Use Power Query to clean and transform HR datasets
- Build relationships between HR data tables
- Design a star schema data model for HR analytics
- Apply data validation techniques to ensure accuracy
- Handle missing and inconsistent HR data
- Merge data from multiple HR systems
- Prepare datasets for dashboard visualization

Day 3: Building Interactive HR Dashboards

- Design dashboard layouts for HR stakeholders
- Apply DAX formulas to calculate workforce KPIs
- Create visualizations for turnover and retention trends
- Build headcount and demographic reporting views
- Apply filters and slicers for dynamic reporting
- Design drill-down reports for detailed analysis
- Test dashboard usability with sample users

Day 4: AI-Powered Workforce Analytics

- Apply AI analytics tools to predict employee turnover
- Use predictive models to support headcount planning
- Identify workforce patterns using AI-driven insights
- Apply sentiment analysis to employee feedback data



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- Integrate AI analytics outputs into Power BI reports
- Evaluate the accuracy of predictive analytics models
- Discuss ethical considerations in AI-driven HR analytics

Day 5: Automation and Strategic Reporting

- Design automated reporting workflows using Power Automate
- Schedule dashboard refreshes for real-time reporting
- Present HR analytics findings to senior stakeholders
- Align HR dashboards with organizational strategic goals
- Apply data storytelling techniques to HR reports
- Build a roadmap for scaling HR analytics capabilities
- Review case studies of successful HR analytics transformations

Conclusion

By successfully completing Transforming HR Data Reporting with Power BI and AI Analytics Training Course, participants will have acquired practical skills in building interactive dashboards, applying DAX formulas, and using AI-powered tools to predict workforce trends. Learners leave equipped with the technical knowledge to design automated, accurate HR reporting workflows. As a result, participants can confidently modernize how their organizations use workforce data. Gentex Training Center designed this course to help HR professionals apply Power BI and AI analytics with immediate, practical impact.

FAQs





Q1 What is the "Transforming HR Data Reporting with Power BI and AI Analytics" course about?

This course covers how to build interactive HR dashboards using Power BI and apply AI-powered analytics to workforce data. It introduces data modeling, DAX formulas, and predictive analytics techniques that transform static HR reports into dynamic insights.

Q2 What are the key benefits of the "Transforming HR Data Reporting with Power BI and AI Analytics" course?

Participants learn to reduce manual reporting time, improve the accuracy of workforce insights, and present data-driven recommendations that resonate with senior stakeholders. These benefits help HR teams shift from reactive to proactive workforce planning.

Q3 What skills will I gain from the "Transforming HR Data Reporting with Power BI and AI Analytics" course?

Learners gain skills in Power BI dashboard design, DAX formula application, HR data modeling, and AI-powered predictive analytics. These four skills prepare participants to build reliable, insightful reporting tools for workforce decision-making.



Q4 What tools, methods, or standards are covered in the "Transforming HR Data Reporting with Power BI and AI Analytics" course?

The course covers Power BI, Power Query, DAX formulas, star schema data modeling, and AI-driven predictive analytics tools. These frameworks give participants a practical, industry-recognized approach to modern HR data reporting.

Q5 How is the "Transforming HR Data Reporting with Power BI and AI Analytics" course applied in real-world practice?

Professionals apply these techniques when building turnover dashboards, forecasting headcount needs, or presenting workforce trends to leadership. Practitioners use automated reporting workflows to save time and deliver consistent, accurate HR insights.