Strategic Analytics and Effective HR Metrics

Duration: 5 Days

Language: en

Course Code: PH1-101

Objective

Upon completion of this course, participants will be able to:

- Understand HR's role in your company and broader business goals.
- Develop comprehensive problem-solving skills to achieve a data-led outcome.
- Discuss advances in HR technology and their benefits.
- Effectively use people management to resolve broader workforce problems.
- Solve incidents regarding organisational change.
- Collect, store and use accurate HR data to achieve positive results.

Audience

This training is suitable for anyone within a professional organisation who is part of an HR department, has direct line management responsibilities, or has overall reasonability for rewarding contractual work. It would be especially beneficial for:

- HR Professionals
- Senior Managers
- Managing Directors
- Aspiring Managers
- Data Analysts
- Union Representatives

Training Methodology

This course covers a range of content methods, including group discussions, trainer-led seminars, and practical activities alongside video and written learning content to suit all learning styles. You'll experience problem-solving challenges and paper-based tools to assist you with accurate decision-making and create an accurate future-proofing mock-up plan to ensure a great return on investment.

Summary

In this training course, you will discover how to accurately track analytical people data and process strategic decisions to build successful business models and work towards improving company practices.

You will uncover how HR data is used to demonstrate an ROI in the eyes of key stakeholders and understand the effectiveness of skilled management in ensuring the company's overall success and potential investment opportunities.

The sessions will provide you with the knowledge and expertise to review processes, create action plans for development using your available workforce based on HR analytical data, and track the results to accurately determine success rates.

Course Content & Outline

Section 1: Data Collection & Overview

- Securing contracts & data gathering.
- Payroll Overview
- Budgeting to exceed.
- TUPe data.
- Business continuity plans.

Section 2: Employee Investment & the Effects on ROI

- Effective org chart creation.
- Spend against return analysis.
- Human capital strategy.
- Measuring investment vs. return.
- Learning & development and their effect on profit margins.
- HR's effect on external perception.

Section 3: Data Analysis and Presentation

- Contractual requirements and how to meet them.
- Accurate budgeting based on HR data.
- HR headcount ratios.
- FTE requirements to meet SLAs.
- Reviewing admin costs.

Section 4: HR Metrics & Their Uses

- Collecting qualitative data
- Quantitative data used for stakeholder engagement.
- Workforce remote surveillance techniques.
- Data capture for effective benchmarking.

Section 5: Data Led Performance

- Self-assessment data.
- Performance management strategies.
- Employee action plan creation based on insight.
- Scorecard successes.
- Training assessments.

Section 6: A Positive Working Environment - What's Missing?

- Ways to understand staff mentality.
- How job satisfaction breeds productivity.
- The importance of satisfaction surveys.
- Open door policy - how HR can help.
- Staff retention failures and their resolutions.

Section 7: HR Employee Management

- Performance management through stats.
- Disciplinary procedures.
- Grievance Policies.
- Successful recruitment.
- Managing succession chains.
- Effective employee motivation.
- Handling resistance.

Section 8: Making Operational Changes

- Operational change management.
- Project planning for the future.
- Buy-in matrix for staff retention.
- Filling knowledge gaps.
- Delegation and assign accountability.
- The theory behind organisational change.

Certificate Description

Upon successful completion of this training course, delegates will be awarded a Holistique Training Certificate of Completion. For those who attend and complete the online training course, a Holistique Training e-Certificate will be provided.

Holistique Training Certificates are accredited by the British Assessment Council (BAC) and The CPD Certification Service (CPD), and are certified under ISO 9001, ISO 21001, and ISO 29993 standards.

CPD credits for this course are granted by our Certificates and will be reflected on the Holistique Training Certificate of Completion. In accordance with the standards of The CPD Certification Service, one CPD credit is awarded per hour of course attendance. A maximum of 50 CPD credits can be claimed for any single course we currently offer.

Categories

HRCI Approved Courses, Management & Leadership, Human Resources Management (HRM)

HR data , HR technology , TUPe data , HR Metrics , ROI , Stakeholders

Related Articles

Understanding The Human Resources Life Cycle: A Comprehensive Guide

Discover the HR life cycle, a structured approach to managing the employment relationship. Explore the importance of its five stages, from recruitment to retirement, and understand how it optimises human capital, fosters engagement, and aligns HR practices with organisational goals. Unlock the secrets to successful employee management.

YouTube Video

https://www.youtube.com/embed/bG8t5vhLF_c?si=rOQAuG8tphLAHfue