AI in People Analytics Training Course

Professional Development Training Course Outline

Category	Human Resource Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Artificial Intelligence (AI) is revolutionizing Human Resources (HR) and People Analytics, enabling organizations to make data-driven decisions that optimize workforce performance and engagement. AI in People Analytics Training Course empowers HR professionals, managers, and business leaders to leverage cutting-edge AI tools for predictive analytics, talent management, and employee experience enhancement. Participants will gain practical skills in machine learning, natural language processing (NLP), sentiment analysis, and HR data visualization, ensuring organizations stay ahead in the digital transformation of HR.

This training course combines hands-on learning, real-world case studies, and interactive simulations to equip participants with the expertise to analyze workforce trends, predict attrition, enhance employee engagement, and implement strategic HR interventions. By the end of the program, participants will confidently apply AI-driven insights to recruitment, performance management, succession planning, and workforce optimization, bridging the gap between HR strategy and organizational performance.

Programme Curriculum

AI in People Analytics Training Course

Introduction

Artificial Intelligence (AI) is revolutionizing Human Resources (HR) and People Analytics, enabling organizations to make data-driven decisions that optimize workforce performance and engagement. AI in People Analytics Training Course empowers HR professionals, managers, and business leaders to leverage cutting-edge AI tools for predictive analytics, talent management, and employee experience enhancement. Participants will gain practical skills in machine learning, natural language processing (NLP), sentiment analysis, and HR data visualization, ensuring organizations stay ahead in the digital transformation of HR.

This training course combines hands-on learning, real-world case studies, and interactive simulations to equip participants with the expertise to analyze workforce trends, predict attrition, enhance employee engagement, and implement strategic HR interventions. By the end of the program, participants will confidently apply AI-driven insights to recruitment, performance management, succession planning, and workforce optimization, bridging the gap between HR strategy and organizational performance.

Course Duration

5 days

Course Objectives

1. Understand the fundamentals of AI and Machine Learning in HR.
2. Apply predictive analytics to forecast employee turnover and retention.
3. Leverage people data to enhance talent acquisition strategies.
4. Use NLP and sentiment analysis to monitor employee engagement.
5. Build AI-driven dashboards for HR decision-making.
6. Integrate HR technology platforms with AI tools.
7. Optimize workforce planning using predictive modeling.
8. Analyze diversity, equity, and inclusion metrics with AI insights.
9. Implement real-time performance management systems.
10. Improve employee experience using AI-driven feedback loops.
11. Measure and enhance organizational productivity and performance.
12. Design ethical AI frameworks for HR data management.
13. Conduct data storytelling for effective HR leadership communication.

Target Audience

1. HR Managers and Directors
2. Talent Acquisition Specialists
3. People Analytics Professionals
4. Organizational Development Consultants
5. Business Leaders and Executives
6. HR Technology Analysts
7. Data Scientists focusing on HR data
8. Workforce Planning Specialists

Course Modules

Module 1: Introduction to AI in People Analytics

- Overview of AI and ML in HR
- Role of People Analytics in strategic decision-making
- AI-driven HR trends 2026
- Understanding HR datasets and KPIs
- Case Study: Predictive HR analytics in a global corporation

Module 2: HR Data Management and Visualization

- Data collection methods and sources
- Cleaning and preprocessing HR data
- Creating interactive dashboards

- Data storytelling techniques for HR leaders
- Case Study: Employee engagement dashboard implementation

Module 3: Predictive Analytics for Talent Management

- Predicting employee attrition and retention
- Succession planning using AI models
- Workforce planning with predictive insights
- Identifying high-potential talent
- Case Study: AI-driven succession planning in a tech company

Module 4: Natural Language Processing & Sentiment Analysis

- Understanding NLP in HR
- Analyzing employee feedback and surveys
- Sentiment analysis for engagement and performance
- Chatbots for HR automation
- Case Study: Sentiment analysis improving workplace culture

Module 5: Recruitment and Talent Acquisition with AI

- AI-driven sourcing and screening
- Candidate matching algorithms
- Bias mitigation in hiring
- Enhancing candidate experience
- Case Study: AI recruitment success in multinational firm

Module 6: Performance Management and Employee Engagement

- Real-time performance tracking using AI
- Predictive performance insights
- Personalized employee development plans
- Engagement enhancement strategies
- Case Study: AI-based performance management transformation

Module 7: Diversity, Equity, and Inclusion Analytics

- Measuring DEI with AI
- Identifying gaps in workforce representation
- Predicting DEI impact on productivity
- Designing inclusive HR strategies
- Case Study: DEI initiatives guided by AI analytics

Module 8: Ethical AI and HR Governance

- AI ethics and compliance in HR
- Data privacy and security considerations
- Avoiding algorithmic bias
- Designing transparent HR AI systems
- Case Study: Ethical AI implementation in HR analytics

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com