HR Analytics for Business Intelligence Training Course

Professional Development Training Course Outline

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

Course Introduction

Human Resource (HR) Analytics has become a cornerstone for modern organizations striving to gain competitive advantage through data-driven insights. Leveraging cutting-edge Business Intelligence (BI) tools, HR professionals can transform raw employee data into actionable intelligence, enhancing workforce productivity, retention, and engagement. HR Analytics for Business Intelligence Training Course empowers participants with the skills to harness advanced analytics, predictive modeling, and data visualization techniques to optimize HR decision-making processes. By integrating strategic HR insights with BI frameworks, organizations can align human capital initiatives with long-term business goals, ensuring measurable impact across all levels.

This comprehensive program emphasizes real-world applications, providing learners with hands-on exposure to HR dashboards, workforce metrics, and reporting automation. Participants will develop expertise in interpreting workforce data trends, measuring employee performance, and identifying opportunities for talent optimization. The course is designed to equip HR professionals, managers, and business analysts with the ability to drive evidence-based HR strategies, foster organizational efficiency, and achieve operational excellence in an increasingly data-driven business environment.

Programme Curriculum

HR Analytics for Business Intelligence Training Course

Introduction

Human Resource (HR) Analytics has become a cornerstone for modern organizations striving to gain competitive advantage through data-driven insights. Leveraging cutting-edge Business Intelligence (BI) tools, HR professionals can transform raw employee data into actionable intelligence, enhancing workforce productivity, retention, and engagement. HR Analytics for Business Intelligence Training Course empowers

participants with the skills to harness advanced analytics, predictive modeling, and data visualization techniques to optimize HR decision-making processes. By integrating strategic HR insights with BI frameworks, organizations can align human capital initiatives with long-term business goals, ensuring measurable impact across all levels.

This comprehensive program emphasizes real-world applications, providing learners with hands-on exposure to HR dashboards, workforce metrics, and reporting automation. Participants will develop expertise in interpreting workforce data trends, measuring employee performance, and identifying opportunities for talent optimization. The course is designed to equip HR professionals, managers, and business analysts with the ability to drive evidence-based HR strategies, foster organizational efficiency, and achieve operational excellence in an increasingly data-driven business environment.

Course Objectives

1. Understand the fundamentals of HR Analytics and Business Intelligence integration
2. Develop skills to analyze workforce data for informed decision-making
3. Gain expertise in predictive analytics for talent management
4. Build interactive HR dashboards and visual reports
5. Identify key HR metrics and performance indicators
6. Learn advanced Excel and BI tools for HR data analysis
7. Apply statistical techniques for employee trend analysis
8. Optimize workforce planning and resource allocation
9. Enhance employee engagement through data-driven insights
10. Implement data visualization best practices for HR reports
11. Measure ROI of HR initiatives using analytical models
12. Improve recruitment and retention strategies with analytics
13. Drive organizational change through actionable HR insights

Organizational Benefits

- Enhanced decision-making using data-driven HR insights
- Improved employee productivity and engagement
- Accurate workforce planning and forecasting
- Better recruitment and retention strategies
- Reduced HR operational costs
- Increased alignment between HR and business goals
- Streamlined HR reporting processes
- Measurable ROI on HR initiatives
- Predictive insights for talent development
- Strengthened competitive advantage through HR intelligence

Target Audiences

1. HR professionals and managers
2. Business analysts specializing in HR
3. Talent acquisition and recruitment specialists
4. Learning and development professionals
5. Workforce planners and strategists
6. HR consultants and advisors
7. Organizational development managers

8. BI developers supporting HR functions

Course Duration: 5 days

Course Modules

Module 1: Introduction to HR Analytics and BI

- Overview of HR Analytics and its significance
- Introduction to Business Intelligence concepts
- Understanding HR metrics and KPIs
- Case study: Implementing HR dashboards in a mid-sized company
- Tools and platforms for HR data collection
- Hands-on practice with sample HR datasets

Module 2: Workforce Planning and Analytics

- Workforce planning concepts and methodologies
- Analyzing employee demographics and trends
- Forecasting talent needs using predictive models
- Optimizing resource allocation and scheduling
- Case study: Workforce optimization in a global firm
- Practical exercises with planning scenarios

Module 3: Recruitment Analytics

- Metrics for recruitment performance
- Analyzing candidate pipelines and hiring trends
- Predictive models for talent acquisition success
- Enhancing candidate experience through analytics
- Case study: Reducing time-to-hire using BI tools
- Interactive dashboard creation for recruitment metrics

Module 4: Employee Performance Analytics

- Measuring individual and team performance
- KPI alignment with organizational goals
- Predictive performance modeling
- Identifying high-potential employees
- Case study: Performance improvement using analytics
- Practical exercises in performance scorecards

Module 5: HR Metrics and Reporting

- Standard HR metrics across industries
- Designing insightful HR reports
- Automating HR reporting using BI tools
- Real-time analytics for decision-making
- Case study: Reporting automation in a multinational company
- Hands-on report building exercises

Module 6: Learning and Development Analytics

- Training effectiveness measurement
- Employee skill gap analysis
- Predicting future learning needs
- Aligning training with strategic goals
- Case study: ROI measurement of a corporate training program
- Creating dashboards for L&D analytics

Module 7: Employee Engagement and Retention Analytics

- Key drivers of employee engagement
- Measuring satisfaction and morale through surveys
- Predictive models for turnover and retention
- Data-driven strategies to improve engagement
- Case study: Reducing attrition in a tech company
- Practical engagement analysis using BI tools

Module 8: HR Predictive Analytics and BI Implementation

- Advanced predictive modeling techniques
- Integration of HR data with BI systems
- Building predictive dashboards for management
- Scenario analysis for workforce decision-making
- Case study: Predicting employee attrition in a financial firm
- Hands-on BI implementation exercises

Training Methodology

- Interactive lectures and presentations
- Hands-on exercises with real HR datasets
- Live demonstrations of BI tools and dashboards
- Case study discussions and group activities
- Scenario-based simulations for practical learning
- Continuous assessment through quizzes and exercises

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
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