Workforce Analytics with ERP Data Training Course

Professional Development Training Course Outline

Category	Enterprise Resource Planning (ERP)	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Workforce Analytics with ERP Data is an essential training course that empowers organizations to leverage their ERP (Enterprise Resource Planning) systems for in-depth workforce analysis. Workforce Analytics with ERP Data Training Course is designed to equip HR professionals, data analysts, and business leaders with the tools and techniques required to derive actionable insights from workforce data, driving operational efficiency and strategic decision-making. With the rise of data-driven HR, integrating ERP systems with advanced workforce analytics has become a key differentiator for companies looking to optimize talent management, performance tracking, and resource allocation.

In today's dynamic business environment, organizations are increasingly focusing on the integration of ERP data with workforce analytics to enhance productivity, streamline operations, and improve employee satisfaction. This course will delve into the importance of data-driven HR management, covering topics such as employee performance metrics, retention strategies, skill-gap analysis, and resource optimization, all supported by the rich, real-time data available within ERP systems. Participants will leave with a comprehensive understanding of how to interpret workforce data to drive strategic initiatives, enabling better decision-making and a more agile workforce.

Programme Curriculum

Workforce Analytics with ERP Data Training Course

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Course Duration

5 days

Course Objectives

1. Explore the significance of workforce analytics in HR management and how it can transform decision-making.
2. Learn how to integrate ERP data to gain insights into employee performance and workforce trends.
3. Utilize advanced analytics to measure employee productivity, engagement, and retention rates.
4. Understand predictive models for workforce forecasting, turnover prediction, and talent acquisition.
5. Leverage data-driven insights to identify skill gaps and tailor training and development programs.
6. Discover how workforce analytics can help in the optimal allocation of human resources for better outcomes.
7. Use analytics to track and reduce employee turnover by identifying key retention drivers.
8. Master the tools for visualizing workforce data, helping stakeholders understand trends and make informed decisions.
9. Analyze workforce demographics to improve diversity, equity, and inclusion strategies.
10. Learn to create actionable reports that provide a deeper understanding of workforce performance.
11. Align business objectives with HR performance metrics for better organizational alignment.
12. Use real-time data from ERP systems for timely decision-making in workforce management.
13. Understand the ethical and legal considerations of using workforce data for decision-making.

Target Audience

1. HR Managers & Directors
2. Data Analysts
3. Talent Acquisition Specialists
4. Business Intelligence Professionals
5. ERP System Administrators
6. Workforce Planners & Strategists
7. Learning and Development Managers
8. Organizational Development Experts

Course Modules

Module 1: Introduction to Workforce Analytics

- Overview of Workforce Analytics and its role in HR

- Importance of data in modern workforce management
- Exploring the potential of ERP systems for HR data analysis
- Key benefits of workforce analytics for organizations
- Case study: Integrating workforce analytics into an ERP system

Module 2: Understanding ERP Systems for HR Data

- Basics of ERP systems and their role in business operations
- Key modules in ERP relevant to workforce management
- Integration of HR modules with ERP for seamless data flow
- Navigating ERP dashboards for HR data extraction
- Case study: How a global corporation used ERP to streamline HR analytics

Module 3: Analyzing Employee Performance Metrics

- Understanding performance metrics in workforce analytics
- KPIs for tracking employee productivity and engagement
- Employee performance dashboards and real-time reporting
- Use of data analytics to identify high performers and potential leaders
- Case study: Improving employee performance with data insights

Module 4: Predictive Analytics for Workforce Planning

- The role of predictive analytics in forecasting workforce needs
- Using data models to predict turnover, hiring needs, and skill shortages
- Real-time forecasting using ERP data
- Best practices for building predictive workforce models
- Case study: Predicting and reducing employee turnover with ERP data

Module 5: Workforce Optimization and Resource Allocation

- How to optimize workforce productivity through data?
- Allocating resources effectively based on workforce data insights
- Identifying underutilized resources and maximizing potential
- Balancing short-term and long-term resource needs
- Case study: Achieving operational efficiency with ERP-based workforce analytics

Module 6: Employee Retention Strategies

- Analyzing retention data and identifying key drivers
- Predicting at-risk employees using ERP data
- Developing retention strategies based on data insights
- Tailoring employee engagement programs to improve retention
- Case study: Reducing turnover in high-impact departments through analytics

Module 7: Diversity, Equity, and Inclusion (DEI) through Data

- Using workforce data to monitor DEI progress
- Analyzing demographic trends and diversity gaps
- Creating DEI reports with actionable insights
- Leveraging data for equitable opportunities and fair compensation
- Case study: Building a diverse and inclusive workforce through analytics

Module 8: Reporting and Visualization Tools for Workforce Analytics

- Key tools and software for workforce data visualization
- Designing effective dashboards for HR data analysis
- Reporting strategies to communicate workforce insights to stakeholders
- Real-time reporting and decision-making in HR
- Case study: How a tech firm implemented real-time workforce reporting for better decision-making

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
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

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