

Identifying and using HR Metrics in Line with your Business Strategy

It is often said that numbers are the language of business but few HR departments and even fewer HR Professionals are skilled at using numbers to support decision making and, with hundreds of workforce measures available, it can be difficult to decide which measure to use and when.

This Masterclass will improve your ability to use HR Metrics and will improve your decision making and through this your credibility with senior management. It will help you to identify key aspects of your employee data that should be measured and analysed in order to achieve the organisation's strategic goals.



Participants will learn to use a standardised set of key workforce metrics along with a framework to identify key audiences, reporting cycles, resourcing the metrics function, and aligning metrics to business strategy.

What are the outcomes for this course?

After attending this workshop, you will be able to:

- Ensure you avoid the traps that cause so many HR metrics programs to fail
- Identify the key strategic themes of the organisation's and link these to relevant HR analytics
- Differentiate and recognise distinct uses of metrics enabling you to get best from each different use
- Define and analyse key workforce metrics
- Design and develop a simple model to keep your metrics efforts effective while enhancing strategic performance of your organisation
- Use analytics with a result oriented approach
- Understand internal comparisons and external benchmarks
- Learn how to apply trend analysis and predictive analytics tools like regression and correlation on the gathered data
- Build powerful workforce reports for business decision making
- Explain to senior leaders how the organisation should use HR metrics

Who should attend this course?

This course is suitable for HR Professionals who are new to metrics and those seeking to enhance the foundations and value of their workforce metric function. It explains the process of calculating, analysing and interpreting metrics to maximise their value for the business.