



CERTIFIED HR METRICS AND ANALYTICS

You can draw insights from your Workforce Data to improve your company's return on investment (ROI in Human Capital, and align your company's measurement programs with the objectives of your company strategy and HR programs"

OVERVIEW

A comprehensive e-learning program for 6 weeks



LEARN TO CREATE HR EXCEL DASHBOARD, STRATEGY MAP, BALANCED SCORECARDS, HR SCORECARD, KPI DASHBOARD, RECRUITMENT DASHBOARD, RETENTION DASHBOARD, REPORTING TRENDS IN GRAPHS, CHART, TABLE, METRICS CALCULATIONS, DATA ANALYSIS, REGRESSION AND CORRELATION ANALYSIS, PEARSON AND SPEARMAN'S CORRELATION COEFFICIENT, FACTOR ANALYSIS, CLUSTER ANALYSIS, STATISTICAL ANALYSIS, BENCHMARKING, PREDICTIVE ANALYTICS, ETC...

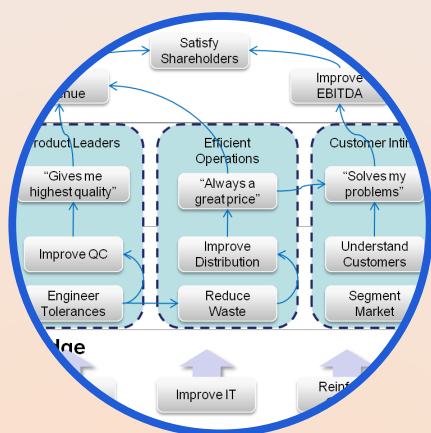


CHAPTER 1: BUSINESS ANALYTICS

Introduction to Business Analytics,
Fundamentals of HR Analytics,
Evolution of HR Analytics and Scope
of Human Analytics in Business.

CHAPTER 2: EVOLUTION OF HUMAN ANALYTICS

Quantification Methods, Establishing the Analytic Framework, Need for Standards in HR Analysis, Basic Data Analytic Techniques using Excel.



CHAPTER 3: STRATEGY MAPS AND BALANCE SCORE CARDS

HR as Strategic Drivers, Human Capital Reporting Standards, Using Data to Develop Operational Frameworks, Developing HR Measures.

Can we help you?

CHAPTER 4: DEVELOPING HR METRICS AND SCORE CARDS



Choosing the Correct Metrics,
Identifying the Key HR Processes for
Business, Developing HR Score Cards,
Applying of HR Score Cards.



CHAPTER 5: DATA QUANTIFICATION AND ANALYTIC TECHNIQUES

Linking HR with Business Drivers,
Business Drivers Framework, Using
Strategy Maps for Business, Balance
Score Card Method.

CHAPTER 6: STATISTICAL ANALYSIS AND BENCHMARKING



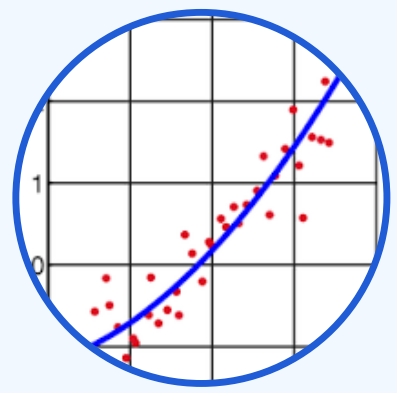
Statistical Analysis for Reporting,
Benchmarking and Targets, Linkage
and Trends Analysis, Human Capital
Measures and Business Results.



CHAPTER 7: ADVANCED ANALYTICS AND PREDICTIVE OUTCOMES

Statistical Drivers and Advanced
Analytics, Correlation and Causations,
Using Regression and Data Analysis for
Predicting Business Outcomes.

CHAPTER 8: REGRESSION AND CORRELATION MEASURES



Communicating with Data and Visuals,
Selecting of Proper Charts and
Diagrams, Dash Boards and Score
Cards for Best Business Outcomes.

WHO CAN ATTEND

This Program is a must for all those people, who have a direct or indirect role to play in the Talent Management responsibilities of organizations, in terms of planning, decision making and actions, based on the analysis and use of Workforce Data.

The suggested categories of participants are those who are accountable for recruitment and selection, performance and engagement, compensation and benefits, learning & development, HRIS & technology, payroll management, people management, project management etc.



KEY TAKE AWAYS

- Learn how to understand the fundamental data and information challenges of the Human Capital in your organization.
- Learn how to create smart HR Analytics and use them for the various employee life cycle management activities.
- Learn about data quantification and analytic techniques, and how they are used for reporting standards and measures.
- Learn how to align score cards and metrics with the critical HR goals, objectives and initiatives in your own internal and external market environments.
- Learn how to use different statistical and benchmarking methods for collecting and analyzing data as powerful analytical tools and decision support systems.

- Learn how to move from a basic, reactive analytical model to an advanced, strategic and predictive model for linking HR with the desired business outcomes.
- Learn how to effectively communicate data, reports and dash boards of your workforce environment.
- Learn how to use analytics to quantify and measure the effectiveness your recruitment & selection, performance management, compensation & rewards and learning & development programs and costs.

LEARNING AND CERTIFICATION PROCESS

- Total Duration 6 weeks
- There is no fixed schedule. It's up to you, when you learn and how much time you spend each day / week.
- In total, you will need to invest 48 – 60 hours to finish the program within 6 weeks.
- On completion, you will receive “Recognition Certificate” for “Certified HR Metrics and Analytics Professional” with Grades.

PROGRAM KIT

- Includes Manual (User Guide) + Power Point Presentations + Videos + Review Test + Support + Certificate.

THERE'S STILL TIME. ACT NOW.

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