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Meritt Learning Center

CERTIFIED
HR METRICS AND ANALYTICS

HR 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"

Session 1

BUSINESS ANALYTICS

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

EVOLUTION OF HUMAN ANALYTICS

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

Session 2

STRATEGY MAPS AND BALANCE SCORE CARDS

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

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.

Session 3

DATA QUANTIFICATION AND ANALYTIC TECHNIQUES

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

STATISTICAL ANALYSIS AND BENCHMARKING

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

Session 4

ADVANCED ANALYTICS AND PREDICTIVE OUTCOMES

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

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.

FACULTY

An Alumnus of XLRI, Jamshedpur, with over 35 years professional experience as HR Leader, Consulting Partner, and Office/ Practice Head. Worked with large corporations such as Senior VP, CHRO in VSoft Technologies, VP HR - Sutherland Global, VP HR - Apollo Health Street. Vice President HR with Tata Enterprise, Director for Axon Learning, Director for Mindshare Consulting, Director HR - Consulting with Ernst & Young, and many such milestones, with specialist areas in Competency Mapping of unique roles and Assessment Centers, HR Metrics and Analytics, Strategy Map,
Balanced Scorecard, HR Dashboard. Metrics Calculations, Data Analysis, Regression and Correlation Analysis, Predictive Analytics, etc…Organizational restructuring & Role profiling, Workplace audit, Compensation restructuring and Training assignments for reputed companies like IOC, M&M, HCL Perot System, Exim Bank, NTPC, BHEL, Airtel, GATI, Indian Oil, etc.

This Program will help the participants to learn and apply the use of Workforce Data and Analytics to manage the Human Capital challenges of their organization.

CERTIFICATION PROCESS

- Faculty Led Program
- Total Duration 12 Hours
- Fixed Schedule (On Sundays)
- You will get Manual - User Guide Book
- Pre-reading material before each session
- Recordings of the session
- Class exercises, Assignments and Project Work
- On completion, you will receive a "Recognition Certificate" with Grades
- Your Name will be included in the Meritt Training Directory.

TO VIEW, CLICK ON THE LINK -
http://www.merittconsultants.com/trainee-directory/

In today's dynamic and uncertain market environment, there is an increasing demand on the HR function by top leaders in organizations to play more direct and involved role to support the business growth, and hence be 'Business Partners' in the true sense of the term.

In order to do that HR must learn to build the internal capability for its own decision support systems (DSS), and HR Metrics and Analytics can help them to use and apply all people related data in taking strategically informed and correct decisions and actions.

Therefore, HR must develop the expertise to collate the right data, understand the data collected, create the right metrics, analyze trends in data, correlate past incidents, predict future possibilities and integrate the same with the performance of the business.

This Program will help the participants to learn and apply the use of Workforce Data and Analytics to manage the Human Capital challenges of their organization.

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