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## HR Metrics & Analytics Date: View Online -- Venue: London -- Fee: £5,000

**Overview:**

The Human Resource department plays an important part in the development and implementation of achieving corporate objectives.

HR departments in major organisations across the globe have begun to increase their ability to measure how their decisions will affect the firm using analytical and metric presentations. The delegate will also be taught how to use these metrics to create a HR strategy that can be interpreted by management during the decision making processes.

**Coverage:**

* The role of the HR function within an organisation
* Interactive program involving real life case studies and root-cause analysis problems.
* The internal and external measurement framework within HR that displays there contribution towards the organisation

**Objectives**

* Understand the theory behind HR analytics
* Create change within the organisation
* Confidently assess past business performance
* Create a persuasive presentation alongside your HR metrics
* Openly discuss the limits of your findings and how to defend it against criticism

**How this helps your organisation?**

* HR department becomes more influential and provide greater insight into their processes
* HR becomes less administrative and moves towards providing contribution towards strategic decisions within the organisation.
* Delegate can produce effective strategies based upon the metrics and analytics discovered

## How this helps you personally?

* Ability to communicate effectively the HR metrics to a board of directors
* Increased knowledge within HR and greater ability to contribute within the HR department of your organisation
* Attain a strategic position within the HR department

**Course Structure**

**Organisation strategy**

* Intro & Objectives
* How to plan a successful strategy
* Introductions to Corporate Social Responsibility (CSR)
* Introduction to Human Capital Management
* HR departments of the future, how to prepare and stay relevant

**HR techniques and methodology**

* What metrics do HR measure?
* How effective is the HR department within an organisation?
  + The amount of time it takes to fill a position
  + Staff turnover
  + Headcount ratio
  + Feedback surveys
  + Job/Bonus evaluation
* Techniques for improving motivation
* Discussing the long term plans of an employee
* Learning and Development
* RACI

**Creating change within the organisation**

* The underlying principles of organisational change and how to implement them
* Setting goals, objectives and responsibilities to avoid prevalent blame culture within major organisations.
* Creating new non-standard positions within the HR function
* How HR and Line managers relate

**Implementing HRM Metrics & Analytics**

* Development of the employee
* Change Management
* Implementing an employee’s strengths to specific tasks
* Internal hiring and succession planning

**Implementing HRM Metrics & Analytics**

* How to motivate your employees/workforce
* Using Accountability
* Job performance methodology – setting objectives, feedback, learning and evaluation
* Implementing your action plan.

**Course Dates:** Weekly

**Venue:** London

**Address:** Radisson Hotel

**Fee:** £5,000