

HR Metrics and Analytics courses

Venue Information

Venue: London UK

Place:

Start Date: 2025-09-08

End Date: 2025-09-12

Course Details

Net Fee: £4750.00

Duration: 1 week

Category ID: HRMC

Course Code: HRMC-1

Syllabus

courses Syllabus

Introduction:

Transforming the HR function into a strategic partner is vital for organizational success, as human capital increasingly shapes corporate strategy. Skillinx recognizes this shift and offers a comprehensive courses designed to empower HR professionals to drive change rather than merely react to it.

In this courses, participants will learn to measure the impact of HR decisions on organizational success and vice versa, fostering a strategic partnership between HR and the organization through enhanced metrics and analytics.

Objectives:

1. Utilize internal and external measurement frameworks to assess the HR function's contribution.
2. Evaluate the organization's human capital using advanced measurement tools.
3. Interpret insights from measurement frameworks to inform organizational strategy.

The courses:

Day One:

Strategic Human Capital Management

- Introduction to program objectives and participant introductions
- Understanding the strategic context of HR in modern organizations
- Aligning HR strategies with corporate goals
- Exploring the role of HR in Corporate Social Responsibility initiatives
- Crafting effective business action plans to drive change
- Distinguishing between Human Resource Management (HRM) and traditional Personnel Management
- Envisioning the evolving role of HR departments

Day Two:

Metrics and Analytics for HR Effectiveness

- Identifying key metrics for assessing HR effectiveness
- Analyzing HR headcount ratios and administrative cost per employee
- Measuring time-to-fill vacancies and addressing skills gaps
- Conducting satisfaction surveys and interpreting results
- Assessing internal frameworks including morale, motivation, and investment in long-term development
- Evaluating external perceptions and human capital strategy
- Understanding acquisition and retention dynamics, learning and development initiatives, and primary and secondary indicators

Day Three:

Fostering a Positive Work Environment through Narrative and HR Practices

- Utilizing narrative to communicate HR initiatives and foster a positive organizational culture
- Exploring the softer side of HR and nurturing a blame-free environment
- Strengthening HR-line relationships and defining new HR roles
- Promoting employee well-being and satisfaction

Day Four:

Driving Organizational Change with HR Metrics and Analytics (Part 1)

- Implementing change management strategies

Day Five:

Driving Organizational Change with HR Metrics and Analytics (Part 2)

- Motivating employees and fostering empowerment and accountability
- Enhancing performance management through objective-setting, feedback, coaching, and appraisal
- Summarizing key learnings and action planning for continued organizational improvement.