

People Analytics and Decision Intelligence in Human Resources

COURSE OVERVIEW

This is a strategic course that empowers HR professionals and organizational leaders with the requisite knowledge to leverage data analytics and decision intelligence for optimizing workforce management and enhancing business outcomes. It covers the practical application of people analytics techniques to extract insights from employee data, solve strategic HR challenges, and align people strategies with organizational goals. Participants will learn to develop data-driven HR functions that drive better talent acquisition, retention, performance management, and employee engagement through predictive analytics, psychometrics, and advanced data science methods. The course emphasizes ethical data use and equips participants to lead transformation in how organizations manage their most valuable asset - *People*.

WHO SHOULD ATTEND?

This course is tailored for HR leaders, managers, data analysts, talent management professionals, and business executives who want to harness the power of data to make informed HR decisions. It is ideal for those working in human resources, organizational development, people operations, and workforce planning, as well as advanced researchers interested in people analytics, workforce data science, and decision intelligence.

COURSE OUTCOMES

Delegates will gain the skills and knowledge to:

- Develop and implement people analytics functions that influence strategic HR decisions.
- Use data analytics tools to mine and analyze employee and organizational data.
- Apply predictive analytics and psychometric data to improve talent management and workforce planning.
- Integrate decision intelligence to align HR strategies with corporate objectives.
- Design and conduct rigorous experiments and projects to solve HR challenges.
- Address ethical considerations and promote responsible use of HR data.
- Communicate data-driven insights effectively to stakeholders for informed decision-making.

KEY COURSE HIGHLIGHTS

At the end of the course, you will understand;

- Building advanced people analytics capabilities within organizations.
- Hands-on training in data mining, statistical analysis, and predictive modeling.
- Use of psychometrics to understand workplace behavior and employee traits.
- Practical application of decision intelligence for strategic HR outcomes.
- Designing and managing data-driven HR projects and experiments.
- Emphasis on ethical HR analytics, data privacy, and governance.
- Real-world case studies demonstrating transformation through people analytics.
- Developing action plans to future-proof HR functions with data-driven insights.

All our courses are dual-certificate courses. At the end of the training, the delegates will receive two certificates.

1. A GTC end-of-course certificate
2. Continuing Professional Development (CPD) Certificate of completion with earned credits awarded