

Metrics that Matter: Data-Driven HR Reporting and Decision-Making

COURSE OVERVIEW

This course provides a practical guide to using HR metrics and data for better decision-making. It covers how to collect, analyze, and present HR data to measure workforce performance and organizational impact. The course also explores best practices for reporting HR insights to stakeholders, fostering a data-driven culture, and making informed strategic decisions. It develops skills in tools like Excel and Power BI for effective HR analytics and reporting. Participants will learn to create HR dashboards, align metrics with business goals, and use data to predict trends like turnover and skill gaps.

WHO SHOULD ATTEND?

The course is ideal for HR professionals, HR analysts, talent acquisition specialists, workforce planning managers, compensation analysts, HRIS managers, and business partners. It also suits data scientists, employee relations managers, HR consultants, organizational development managers, and anyone involved in HR reporting, analytics, or decision-making.

COURSE OUTCOMES

Delegates will gain the skills and knowledge to:

- Identify the key HR metrics that drive organizational outcomes.
- Apply analytics to build meaningful HR reports and dashboards.
- Develop frameworks for predictive and prescriptive workforce insights.
- Strengthen HR's role in evidence-based business decision-making.
- Ensure data accuracy, integrity and compliance
- Align HR reporting with strategic organizational objectives.

KEY COURSE HIGHLIGHTS

At the end of the course, you will understand;

- The core HR metrics across the employee lifecycle.
- Data visualization for HR storytelling.
- Case studies on organizations leveraging data-driven HR reporting.
- Practical tools for dashboards, scorecards, and workforce analytics.
- The frameworks for predictive and prescriptive HR decision-making.
- Strategies for aligning HR reporting with business goals.
- Compliance, privacy and ethics in HR reporting.

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.