

Predictive HR: Leveraging Big Data for Employee Performance Forecasting

COURSE OVERVIEW

This course examines advanced data science applications, performance modelling, and workforce analytics to help organizations manage talent proactively. It equips HR leaders and professionals with tools to use big data and predictive analytics for forecasting employee performance, engagement, and retention. Participants will learn to identify high-potential employees, reduce risks like burnout and attrition, and transform HR into a data-driven, predictive function that supports long-term workforce optimization and organizational success.

WHO SHOULD ATTEND?

This course is ideal for HR managers, talent acquisition specialists, HR analysts, business partners, organizational development professionals, and learning and development managers. It also suits anyone involved in strategic HR planning, analytics, and those seeking to apply predictive analytics to improve workforce management, employee retention, and organizational outcomes.

COURSE OUTCOMES

Delegates will gain the skills and knowledge to:

- Understand and explain the fundamentals of Predictive HR analytics.
- Leverage big data for workplace insights.
- Apply performance forecasting models to anticipate workforce outcomes.
- Identify high-potential talent and retention risks using data-driven methods.
- Strengthen decision-making with evidence-based workforce insights.
- Transform HR into a predictive, strategic enabler of organizational goals.

KEY COURSE HIGHLIGHTS

At the end of the course, you will understand;

- The types of data that drive predictive performance models.
- Predictive analytics for HR strategy and performance forecasting.
- Case studies on organizations using big data to anticipate workforce trends.
- The technique and tools for performance modeling and employee data analysis.
- Frameworks for integrating predictive insights into HR decision-making.
- Strategies for improving retention, engagement, and workforce planning.
- Predictive analytics for talent planning and leadership development.

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.