

Fundamentals of HR Metrics

Intended Audience	Early-Career	Delivery Options	2-Day In-Person (Onsite or Seminar)
HR Competencies	<ul style="list-style-type: none">• Business Acumen• Critical Evaluation• HR Expertise (HR Knowledge)	Recertification*	<ul style="list-style-type: none">• SHRM: 14.75 PDCs

Program Overview

Learn how to effectively use analytics to support your organization's goals and provide decision-makers with greater insight into workforce-related considerations. Explore how to properly align human capital analytics with business and HR strategies and to leverage data to build and deliver workforce and HR metrics to improve results.

Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Align workforce metrics with business strategy, goals, and objectives.
- Align HR metrics with critical HR objectives and initiatives.
- Determine the right data to collect.
- Build and execute your implementation plan.
- Get management and stakeholder support and involvement.

Program Modules

This program includes the following modules:

- Module 1: Introduction
- Module 2: HR and Workforce Analytics
 - Understanding the world of analytics
 - Where we are today
 - Where we want to go
- Module 3: The SHRM Human Capital Analytics Model
 - Phases and key objectives
 - Business and HR impact
 - Basic elements in HR and workforce analytics
- Module 4: Assess and Plan
 - Key objectives
 - Inputs and resources

- Module 5: Link and Align
 - Key objectives
 - Inputs and resources
- Module 6: Identify and Build
 - Key objectives
 - Inputs and resources
 - Outcomes
- Module 7: Implement and Execute
 - Key objectives
 - Inputs and resources
 - Outcomes
- Module 8: Evaluate and Enhance
 - Key objectives
 - Inputs and resources
 - Outcomes
 - How we get there
 - Prepare yourself
 - Assess readiness
 - Roadmap
- Module 9: Organization and HR Impacts
 - HR practice areas
 - Workforce planning
 - Human resource development
- Module 10: Conclusion