HR Analytics in Workforce Data and Predictive Models Training Course

Professional Development Training Course Outline

Category	Research and Data Analysis	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In the modern digital workforce era, HR Analytics has emerged as a game-changer in strategic decision-making and workforce planning. HR Analytics in Workforce Data and Predictive Models Training Course is designed to empower HR professionals, data analysts, and decision-makers with actionable insights derived from workforce data. By integrating people analytics, predictive modeling, and data-driven talent strategies, this training course transforms raw HR data into powerful business intelligence for talent acquisition, performance management, retention strategies, and organizational effectiveness.

Through real-world case studies, hands-on projects, and cutting-edge analytical tools, participants will explore the full lifecycle of HR data — from collection and cleansing to analysis and actionable insights. With increasing demand for HR professionals who can decode trends in employee behavior and forecast workforce needs, this course equips you with critical skills in predictive modeling, data visualization, and ethical AI use in HR. Whether you're modernizing your HR strategy or launching a people analytics function, this course will drive measurable business impact.

Programme Curriculum

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Learning Objectives

1. Understand the fundamentals of HR analytics and its business impact
2. Use data-driven decision-making to enhance HR functions
3. Apply predictive models to anticipate talent trends
4. Master data visualization for HR reporting and dashboards
5. Analyze workforce diversity and inclusion metrics
6. Build retention strategies through attrition modeling
7. Utilize performance metrics for leadership development
8. Apply sentiment analysis to employee feedback
9. Create recruitment models for talent acquisition
10. Integrate machine learning in HR analytics workflows
11. Evaluate ethical considerations in HR data usage
12. Align HR analytics with organizational KPIs
13. Develop a data-driven culture within the HR department

Target Audience

1. HR Managers and Executives
2. Data Analysts and HR Analysts
3. Talent Acquisition Professionals
4. Organizational Development Specialists
5. Workforce Planners and Strategists
6. Business Intelligence Professionals
7. HR Consultants and Advisors
8. MBA and HR Students

Course Duration: 5 days

Course Modules

Module 1: Introduction to HR Analytics

- Understanding HR data sources
- Key metrics in workforce analytics
- The role of analytics in HR strategy
- Overview of descriptive, diagnostic, and predictive analytics
- Common tools in HR analytics
- *Case Study: IBM's use of people analytics to drive employee engagement*

Module 2: Data Collection and Cleaning Techniques

- Identifying reliable HR data sources
- Data integration across systems (HRIS, ATS, LMS)
- Techniques for data cleaning and normalization
- Ensuring data accuracy and consistency
- Data privacy and GDPR compliance
- *Case Study: LinkedIn's data hygiene practices in HR analytics*

Module 3: Descriptive and Diagnostic Analytics

- Analyzing historical HR data for trends
- Root cause analysis of turnover
- Identifying key performance indicators
- Workforce segmentation and cohort analysis
- Reporting tools and dashboard creation
- *Case Study: Deloitte's use of dashboards for turnover insights*

Module 4: Predictive Modeling in HR

- Introduction to predictive algorithms (regression, classification)
- Forecasting attrition and retention
- Modeling promotion probabilities
- Predicting future workforce needs
- Validating and refining predictive models
- *Case Study: Google's predictive attrition model success*

Module 5: Talent Acquisition and Workforce Planning

- Building talent scoring models
- Forecasting hiring needs and budgets
- Analyzing recruitment funnel metrics
- Strategic workforce planning with data
- Diversity hiring analytics
- *Case Study: Unilever's use of AI in talent acquisition*

Module 6: Employee Engagement and Sentiment Analysis

- Using surveys and NLP for sentiment analysis
- Analyzing employee Net Promoter Score (eNPS)
- Engagement drivers and risk factors
- Correlating engagement with performance
- Real-time pulse surveys
- *Case Study: Microsoft's sentiment tracking during remote work*

Module 7: Performance & Productivity Analytics

- Linking KPIs to individual and team performance
- Measuring leadership effectiveness
- Monitoring learning and development ROI
- Identifying high-potential employees
- Using 360° feedback data
- *Case Study: GE's use of productivity analytics for performance reviews*

Module 8: Ethical Use of HR Data and Future Trends

- Bias mitigation in predictive models
- Legal frameworks for employee data use
- Building transparent analytics practices
- Incorporating ethical AI in HR
- Emerging HR tech and AI trends
- *Case Study: Salesforce's ethical AI policy for people analytics*

Training Methodology

- Interactive expert-led sessions

- Real-time hands-on data projects using Excel, Python & Power BI
- Case study analysis and group collaboration
- Scenario-based assessments and simulations
- Access to HR analytics tools and datasets
- Post-training evaluation and certification

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

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Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com