Training Course on Human Resource Scorecard

Professional Development Training Course Outline

Category	Human Resource Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today's data-driven world, the Human Resource Scorecard has become a vital tool for aligning HR functions with strategic business goals. Training Course on Human Resource Scorecard provides HR professionals, business leaders, and strategic planners with an in-depth understanding of how to measure, manage, and maximize human capital performance using key HR metrics and KPIs. Leveraging frameworks such as the Balanced Scorecard and strategic HR analytics, this course equips learners with practical skills to drive organizational success through evidence-based HR management.

By using real-time analytics, performance dashboards, and workforce intelligence tools, learners will gain insight into critical areas such as employee engagement, retention, recruitment efficiency, and organizational capability. Whether you're aiming to optimize talent acquisition, evaluate workforce productivity, or demonstrate ROI in HR initiatives, this course empowers you to build a dynamic and results-focused HR Scorecard strategy.

Programme Curriculum

Training Course on Human Resource Scorecard

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Course Objectives

1. Understand the HR Scorecard framework for aligning HR and business strategy.
2. Define and implement key HR metrics and KPIs effectively.
3. Analyze data using HR analytics and workforce intelligence.
4. Design an HR dashboard to monitor and communicate HR outcomes.
5. Integrate employee engagement metrics into performance strategies.
6. Leverage AI in HR metrics for predictive workforce planning.
7. Improve recruitment analytics and talent acquisition metrics.
8. Apply strategic workforce planning for long-term growth.
9. Evaluate learning and development ROI through analytics.
10. Monitor diversity, equity, and inclusion (DEI) metrics.
11. Enhance HR business partner effectiveness through scorecard insights.
12. Utilize real-time HR reporting tools for agile decision-making.
13. Align HR efforts with organizational performance and profitability.

Target Audience

· HR Managers and HR Business Partners

· Organizational Development Professionals

· Talent Acquisition Leaders

· HR Analysts and Data Scientists

· Business Strategists and Consultants

· Learning and Development Managers

· Small Business Owners

· MBA and HRM Students

Target Audience

1. HR Managers and HR Business Partners
2. Organizational Development Professionals
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Course Duration

5 days

Course Modules

Module 1: Introduction to the HR Scorecard

- What is a Human Resource Scorecard?
- History and evolution of the Balanced Scorecard
- Business strategy alignment with HR
- Overview of key HR performance indicators
- Role of HR in value creation

Module 2: Defining HR Metrics and KPIs

- Essential HR metrics: turnover, engagement, hiring rate
- Choosing SMART HR KPIs
- Customizing metrics to organizational goals
- Short-term vs long-term indicators
- Linking KPIs to strategic outcomes

Module 3: Designing an HR Dashboard

- Tools for dashboard creation (e.g., Power BI, Tableau)
- Visualizing HR data for impact
- Interactive reporting techniques
- Real-time tracking and alerts
- Best practices for HR data visualization

Module 4: Strategic Workforce Planning

- Forecasting HR needs and gaps
- Capacity planning using analytics
- Succession planning metrics
- Aligning workforce supply with demand
- Integrating planning with business cycles

Module 5: Recruitment and Talent Acquisition Metrics

- Time-to-hire and cost-per-hire analysis
- Quality-of-hire measurements
- Sourcing channel performance
- Diversity and inclusion in hiring
- AI tools in recruitment analytics

Module 6: Learning and Development Analytics

- ROI of training programs
- Measuring skills development
- Learning retention and impact metrics
- Building a culture of continuous learning
- Using LMS data to improve programs

Module 7: Employee Engagement and Retention Metrics

- Tracking engagement survey results
- Predicting turnover risk
- Impact of recognition and rewards
- Mental health and wellness indicators
- Longitudinal trend analysis

Module 8: HR Scorecard Implementation and Review

- Scorecard rollout planning
- Engaging stakeholders and leadership
- Iterative improvement using feedback
- Case studies and success metrics
- Audit and compliance alignment

Training Methodology

- **Interactive Workshops** – Hands-on sessions designed to apply HR scorecard concepts in real time
- **Case-Based Learning** – Real-world HR scenarios are used to enhance strategic decision-making
- **Hands-On Data Projects** – Learners build skills in measurement and analytics using actual HR data
- **AI-Powered HR Tools** – Introduction to tools that leverage artificial intelligence to improve HR performance tracking
- **Building Real-World HR Scorecards** – Learners create impactful scorecards that align HR initiatives with organizational goals
- **Customized Scorecards** – Participants design tailored HR scorecards based on their specific organizational context
- **Guided Templates** – Structured tools provided to streamline scorecard development
- **Expert Feedback** – Individualized reviews from HR strategists to refine and improve each scorecard

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
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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