

aractech

Global Learning for Operational Leaders



HUMAN RESOURCES AND TRAINING | HRT-017

HR Metrics & Workforce Analysis

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Course content

Why Attend

Course Introduction

This HR Metrics and Analytics training course is designed to equip you with the tools and mindset required to tackle the challenges of maintaining an evidence-based approach. It will help you build confidence in using workforce and HR metrics to analyze data, interpret human capital analytics, solve problems, and assess solutions. You will gain skills to effectively review, define, measure, and track HR metrics that align with your organization's business objectives. Adopting this evidence-based approach will shift HR professionals into a more strategic role, enabling them to contribute more effectively to business decision-making.

Course Methodology

Course Objectives

Target Audience



Course outline

Detailed course outline

Day-by-day outline for HR Metrics & Workforce Analysis.

Day 1 - Overview of Analytics, Strategy & HR's Role

- The rationale for evidence-based approach
- Data, information and insights
- Defining analytics and predictive analytics
- Strategic HR versus Personnel Management
- HR's contribution to strategy
- Human Capital Approach

Day 2 - HR Tools and Methods

- Quantitative v Qualitative data
- Rational problem analysis and models of decision-making
- Measures of HR effectiveness, efficient and impact
- Methods of data capture and benchmarking
- Employee Self- assessment and self-report measures
- Electronic workforce surveillance & analytics



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Day 3 - Driving Organisational Change

- Understanding the cultural context
- Dynamic nature of business, environment & technology driving change
- Theories of organisation change and how to use them
- Enablers and impediments to change
- Resistance to change
- Implementing strategic change

Day 4 - Putting HR Metrics and Analytics into Action

- The Balanced Scorecard
- Human Resource Planning
- Recruitment Analytics
- Succession Planning & Talent Management
- Absence management
- Skills analysis and training needs analysis



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Day 5 - Metrics and Analytics for Improving Employee Performance

- Performance Management
- Employee Motivation
- Engagement
- Empowerment and Accountability
- Conclusion and Action Planning

Seminar dates

Available seminar dates

Live dates and pricing for HR Metrics & Workforce Analysis generated from the course details page.

| Date | Location | Format | Fee |
|-----------------------|--------------|-----------|--------|
| 15 - 19 June 2026 | Paris | Classroom | €3,150 |
| 20 - 24 July 2026 | Frankfurt | Classroom | €2,275 |
| 3 - 7 August 2026 | Barcelona | Classroom | €2,695 |
| 7 - 11 September 2026 | Frankfurt | Classroom | €2,275 |
| 12 - 16 October 2026 | Rome | Classroom | €2,975 |
| 9 - 13 November 2026 | Kuala lumpur | Classroom | €1,575 |
| 14 - 18 December 2026 | Barcelona | Classroom | €2,695 |

Live online option

Online delivery is available at €1,250.