Learnly

HR ANALYTICS

WORKSHOP

2024

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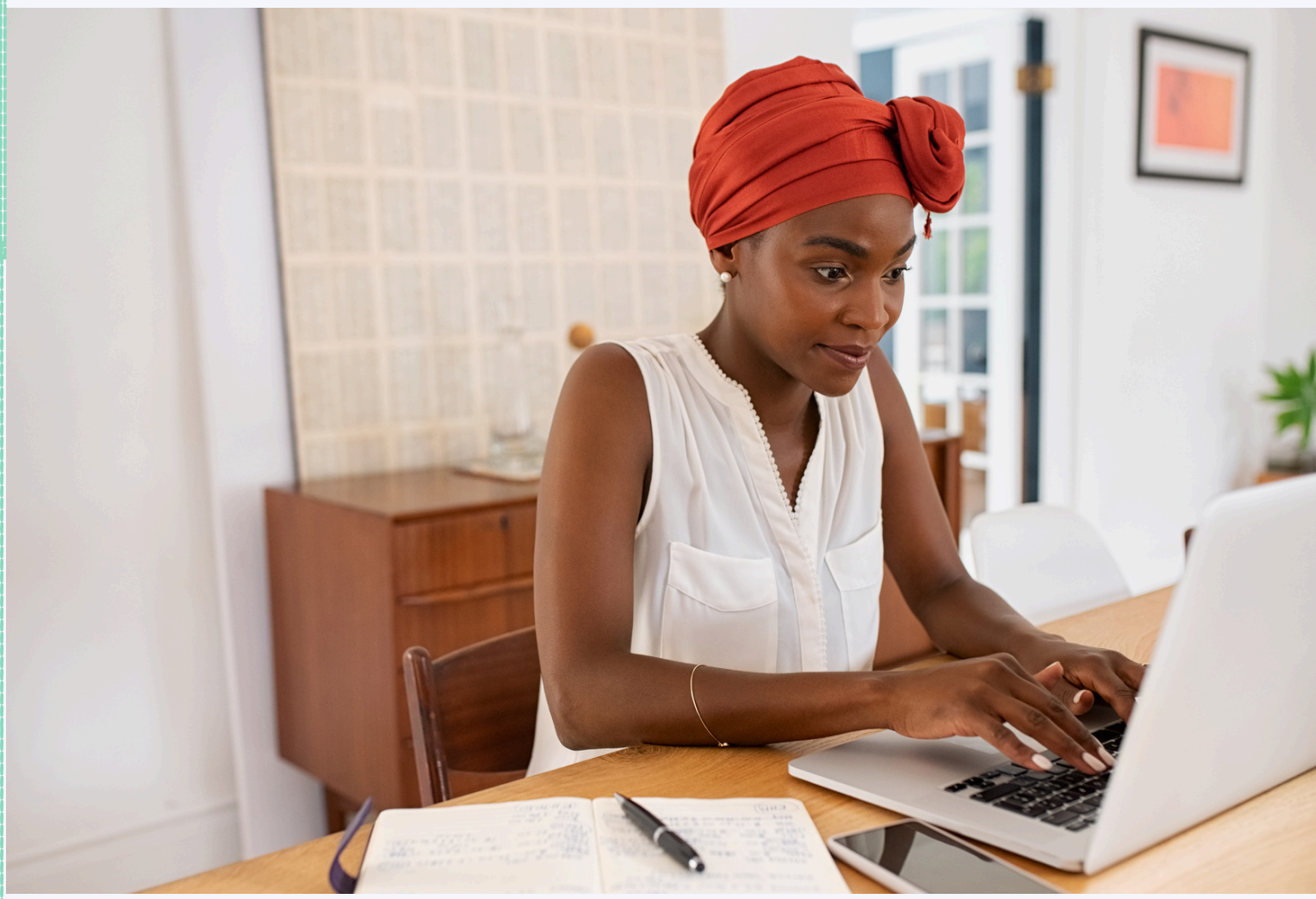
About the Program

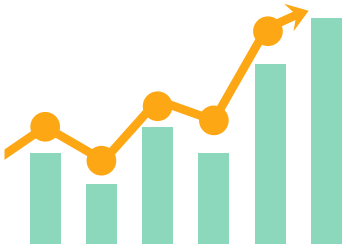


The role of Human Resources (HR) has rapidly evolved from traditional administrative functions to strategic business partners. As organizations seek to leverage HR data to make informed decisions and drive better outcomes, there is a growing need for HR professionals to acquire the skills and knowledge of HR analytics. HR analytics is the practice of applying data analysis techniques to HR data to improve organizational performance.

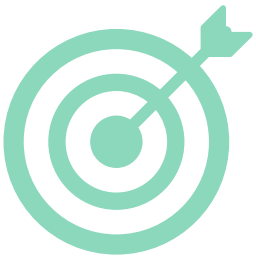
This course introduces you to the basic features of data analysis to advanced data analysis for defensible decisions at all levels of management.

Key Features of the Course

Industry Expert Instructors



Leading Industry Recognized Analytics Course



Industry relevant Case studies, Exercises & Projects

Collaboration and Networking

Program Certificate

About Learnly Africa

Learnly Africa is a women-led Training and Recruitment organization based in Nairobi, Kenya.

We partner with fast-growing companies to recruit mid-senior level professionals and develop talent through our professional up-skilling training courses.

OUR CORE VALUES:

Growth Mindset

Continuous Learning

Be Transformed

Program Eligibility and Application Process

Those wishing to enroll in the Learnly Africa Masterclass will be required to apply for admission into the program.

Eligibility Criteria

To succeed in this program you should have;

a Be an HR Professional with a degree or diploma
b. Have more than 1 year of professional experience

Application Process

1. Submit an application through the Learnly Africa website
2. Learnly Africa Panel will review your application to determine your interest in the program
3. An offer is made. You can accept this offer by paying the program fee.

Course Objectives

The objectives of the HR Analytics Training program are:

1. To equip participants with the skills and knowledge to collect, clean, and analyse HR data using statistical techniques and tools.
2. To develop participants' understanding of HR metrics and how to measure the effectiveness of HR programs.
3. To provide participants with project management skills and best practices for implementing HR analytics projects in their organizations.
4. To help participants create a business case for HR analytics and understand the change management involved in implementing HR analytics initiatives.
5. To empower participants to become effective HR analytics leaders who can make strategic decisions and drive organizational success.

Course Content

Modules		Takeaways
Module 1	**Introduction to HR Analytics**	• Understanding the role and importance of HR analytics in modern HR management. • Recognizing how HR analytics can drive informed decision-making in an organization.
Module 2	**Data Management & HRIS**	• Learning best practices for collecting HR data, ensuring its accuracy and completeness. • Understanding the importance of data quality in HR analytics and its impact on results.
Module 3	**HR Metrics**	• Familiarity with ISO standards, which provide guidelines for HR metrics. • Learning how to select and apply relevant HR metrics to assess organisational performance.
Module 4	**Data Analysis & Visualization Techniques**	• Acquiring practical skills in data analysis, including statistical methods. • Mastering data visualisation techniques to effectively communicate HR insights.

Modules		Takeaways
Module 5	**Talent Management Analytics**	• Understanding how to use HR data to optimise talent acquisition, retention, and development. • Learning to identify and address talent-related challenges through analytics.
Module 6	**Workforce Planning Analytics**	• Developing strategies for workforce planning based on data analysis. • Creating data-driven plans for staffing, succession, and skills development.
Module 7	**Learning & Development Analytics**	• Leveraging HR analytics to assess the effectiveness of training and development programs. • Identifying opportunities for improving employee skills and knowledge.
Module 8	**Performance Management Analytics**	• Applying data analysis to evaluate and improve employee performance. • Understanding the impact of performance metrics on overall organizational success.
Module 9	**Data Governance & Ethics**	• Recognizing the importance of data governance to maintain data integrity. • Understanding ethical considerations in HR analytics, including privacy and compliance.

Program Delivery

This **9-module** HR Analytics program will be conducted in person over a period of **2 weeks both physical and virtual sessions**.
Learners will engage with peers and instructors in solving real-world HR Analytics Problems.

Investment: KSH 45,000 only

Meet the **Expert Instructors**

Timothy Oriedo

Coach and Data Strategist

Timothy Oriedo, a seasoned professional in HR analytics training, is renowned for his multifaceted expertise in predictive analytics and business coaching. He excels in crafting data strategies, predictive modeling, and algorithm design across diverse industries. With certifications from esteemed bodies like the International Coaching Federation and the World Association of Business Coaching, Oriedo's coaching prowess extends to executive programs where he imparts knowledge on digital transformation and data strategy.

Habbakuk Senelwa

Data Analyst

Habbakuk Senelwa is a seasoned data analyst with a passion for leveraging analytical techniques to drive impactful insights and facilitate data-driven decision-making. Habbakuk expertise extends to resolving data integrity issues, documenting business rules, and implementing tools for process improvement, resulting in tangible business growth and operational efficiencies.

PAYMENT DETAILS

MPESA

MPESA PAYBILL NUMBER:

880100

ACCOUNT NUMBER:

5890530018

KES ACCOUNT

ACCOUNT NAME: **WENTET GROUP LIMITED**
ACCOUNT NUMBER: **5890530018**
BANK: **NCBA**
BRANCH: **KILIMANI BRANCH**

USD ACCOUNT

ACCOUNT NAME: **WENTET GROUP LIMITED**
ACCOUNT NO: **5890530031**
BANK: **NCBA**
BRANCH: **KILIMANI BRANCH**

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