XCELERATE TRAINING INSTITUTE

your learning & development partner

HEALTH, SAFETY AND ENVIRONMENT (HSE)

# People Analytics Training Course

| DURATION | LANGUAGE | FORMAT |
|---|---|---|
| 5 days | English | Classroom / Online |

## Upcoming dates

| Dates | Venue | Format | Fee |
|---|---|---|---|
| 1 – 5 Mar 2027 | Live online | Online (live) | €1,200 |
| 13 – 17 Sep 2027 | Live online | Online (live) | €1,200 |
| 11 – 15 Oct 2027 | Amman | Classroom | €4,800 |

### Register or ask a question

Online: x8ti.com/course/people-analytics-training-course-2/

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# People Analytics Training Course

## Introduction

Introduction

People analytics is a process of collecting and analyzing Human Resource (HR) data to enhance an organizations' workforce performance. People analytics is also known as HR analytics. Organizations prosper when the people who work in them prosper. Analytics can help make both happen. It can be referred to as talent analytics, or even workforce analytics.

HR analytics provides data-driven insights on what is working well and what is not, to make improvements and plan the future effectively. HR Analytics helps monitor and improve employee engagement, employee retention, employee wellness, employee productivity, employee experience, and work culture.

HR Analytics helps leaders make decisions based on deep analysis of data rather than the traditional methods of personal relationships & experience. The state-of-the-art techniques help analyze data around recruitment, performance evaluation, leadership, hiring and promotion, job design, compensation & benefits, and collaboration. It helps in streamlining processes in organization around people development. It helps change the focus to holistic and data-driven decision-making.

Xcelerate Training Institute has designed this course on People Analytics to help change the perspective of management and HR professionals to rely on modern people management procedures. Through designing interactive human resource KPIs viable business models can be built and sustained. The costs and manual efforts can be reduced significantly by analyzing patterns in turnover, training opportunities to improve employees' performance, and any other questions in HR.

Learning Objectives

- Understand people analytics and its requirement
- Apply People Analytics in the realm of their business
- Learn the process of developing and using HR analytics
- Develop and construct HR metrics and HR strategy maps for strategic outcomes
- Use association, degeneration, and advanced business analytics to achieve business outcomes
- Learn to use dashboards, pivot tables to support decision making
- Understand and work on talent data across employee life cycle
- Identify, understand, and resolve any issue strategically with root cause analysis
- Obtain an improved analytical solution to challenges faced by business
- Collect and refine data
- Apply feature engineering techniques to urge the foremost out of knowledge
- Utilize machine learning on HR Data and predicting futuristic insights
- Achieve effective outcomes in recruitment, L&D, Compensation and performance management by using metrics
- Create value for HR departments by aligning HR procedures and Business outcomes

## Training Methodology

People Analytics Training Course is a niche, skill development course, designed by Xcelerate Training Institute specifically for HR professionals who have or aspire to develop an analytical bent of mind for organizational decision making and success. This course enables exposure into automation tools that help put the concepts into practice for strategic benefit.

Technical experts who can help automate data and derive conclusions for success, collaborate with participants. Follow-up support can be provided basis the client requirement, which can be discussed separately.

## Benefits for Your Organization

- Demonstrate effective decision-making by leveraging strategic workforce planning
- Connect different sets of data across team building cohesion, making the findings seamless across functions
- Function on clean and structured data gathering and analysis
- Organization would be able to make improved decisions using data
- Enable creation of business case for HR interventions and test the effectiveness of the interventions
- Organization would have an improved hiring process that saves costs
- Effectively reduce attrition and improve the employee experience
- Organization would have a highly productive workforce, by constantly assessing and improving engagement
- Efficiently Enhance talent processes, maximizing benefits
- Create a sense of belonging

## Benefits for You

- Learn the critical role of People Analytics
- Learn to analyses and conclude business proposal using analytics
- Participants would be able to summarize Performance Appraisal from the data
- Learn to conduct a strategic analysis of the organization and make logical decisions
- Identify the ways to design and develop the business strategy based on data
- Learn to develop solutions using statistical analysis, models or diagnostic modelling
- Participants would be able to formulate and assess methods for collecting data (e.g., surveys, questionnaires, or opinion polls)
- Assess and analyze budget proposals for comprehensiveness, accuracy, compliance, laws, and regulations
- Devise efficient and effective ways of operating by conducting simplified and measured surveys

## Target Audience

Strategy consultants, HR professionals with analytical bent of mind, Leadership and Management of progressive organizations that believe in staying ahead of time.

Course Outline

Basics of People Analytics

- Understanding People Analytics
- Need and importance of People Analytics
- Tools needed for data analytics
- Areas where analytics can be applied
- People analytics cycle
- Evolution of People analytics
- Areas & benefits – People analytics
- Key Levels of People analytics

Importance of People Analytics Skills

- Makes data-driven decision making possible
- Enhances business performance
- Upgrade existing programs and processes
- Unravel critical business difficulties
- Increase regard for human resources
- Build valuable administrative relationships
- Surge support for human capital

People Analytics Cycle

- Determining stakeholder requirements
- Defining research and analytic program (Long term or short term)
- Identifying the source of data to conclude hypotheses
- Collecting the data
- Conversion of data
- Communicating data-driven insights
- Developing strategies and making decisions based on evidence

Operational Analysis

- Charts and Trend Analysis
- Statistical Analysis
- Bench-marking industrial & organizational processes
- Operational Reporting
- HR Dashboards

Strategizing and Quantifying People Analytics

- Linking HR to Business Drivers
- The HR Business Framework
- Balance Scorecard
- Strategy Maps

- Strategy Themes
- Associating HR objectives with Lead and Lag Indicators
- The Balanced Scorecard Approach
- Lag Indicators
- Lead Indicators

People Analytical Skills

- Research and Reporting
- Anticipating and resolving problems
- Data mining and Organizing the data
- Data and metrics interpreting
- Creativity and Communication
- Diagnostics and Troubleshooting
- Identifying theory and Brainstorming

Anatomy of Statistical Modelling

- Linear Regression

1. Simple Linear Regression
2. Multiple Linear Regression

- Classification

1. Logistic Regression
2. Discriminant Analysis

- Resampling Methods

1. Bootstrapping
2. Cross-Validation

- Tree-Based Methods

1. Bagging
2. Boosting

- Unsupervised Learning

1. Principal Component Analysis
2. K-Means Clustering
3. Hierarchical Clustering

Applying People Analytics

- Centralizing employee data (data repository)
- Creating dashboard (Includes internal and external data)
- Building analytical capabilities (enhancing skills through trainings)
- Bringing analytics into practice (impact vs. effort matrix)
- Monitoring improvement (Correcting inefficiencies, errors, and risks)

People Analytical Challenges

- Collection of Data
- Incorporating data

- Lack of skills
- Insufficient IT resources
- Privacy and compliance
- Scarcity of management support
- Shortage of funding
- No or unorganized process

Tools Used for People Analytics

- Python
- Excel
- Power BI
- Tableau
- Visier
- Qlik
- SPSS
- CPLEX Optimizer

FAQ’s, Data Analysis Tools and Hands-on Practice, Case Studies and Discussions

- Analyze data during session and see the impact
- Participate in group activity to analyze data and build strategy through a case-based discussion
- Meet with technical experts to see how automation tools can enhance efficiency and results

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# Registration Form

## People Analytics Training Course

Preferred dates: ..... Venue or online: .....

Duration: 5 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

### Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

### Company information

Company name: .....

Address: .....

City / country: ..... VAT / tax number: .....

### Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Email: .....

### Payment

☐ Please invoice me ☐ Please invoice my company

Signature: ..... Date: .....

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info@x8ti.com

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Open the course page