

Adding HR Value through HR Metrics

About the Course

This event is designed for those who want to understand how HR can add value to organisations through effective organisational design and development. The event demonstrates how HR Metrics provides the information to improve their people ROI, reduce risk and target programmes to give the maximum benefit.

The course is highly participative and interactive. Attendees will share experiences and knowledge through a blend of facilitated discussion, individual exercises, case studies and group activities. It will provide a framework of action points that can be implemented directly into the workplace in any industry.

Objectives and Benefits

On completion of this workshop, learners will be able to:

- Explain the metrics and data that needs to be collected to support HR practices
- Be able to use your internal HR metrics and information to inform decision making
- Identify the range of data that supports HR practices
- Apply metrics and data to measure HR effectiveness
- Analyse and interpret metrics data
- Evaluate HR metrics and data
- Develop practical actions to measure HR effectiveness in your organisations

Who should attend?

The event is for practicing and aspiring Senior Managers and HR professionals who contribute to the strategic direction of their organisation or need to know about how using HR metrics can add value and contribute to the organisation.

Day I

Session I

The business case for metrics: Why HR needs metrics and data

- Understanding what information to measure
- Human Capital and the future in HR
- Moving from Metrics to Analytics

Session 2

HR Efficiency Metrics

- How HR adds value
- Measuring Effectiveness
- HR Efficiency Metrics
- Predictive management measures
- Case Study Exercise

Session 3

Metrics for the Employee Lifecycle

- Recruitment Metrics
- Employee Turnover Metrics
- Learning and Development Metrics
- Compensation Metrics
- Case Study Exercise

Day 2

Session 1

HR metrics and maintaining the competitive edge and the

- Productivity Metrics
- Competency Metrics
- Workforce Demographics Metrics
- Case Study Exercise

Session 2

Building an HR Framework

- Understanding the strategic framework for HR
- Aligning the information with the corporate objective cascade
- The HR Scorecard
- Case Study Exercise

Session 3

Moving to maturity

- From Provider to Driver
- The HR Business Partner
- Evaluation of the use of Metrics
- Case Study Exercise