



*Training Course:
Criteria for Measuring the Effectiveness of
Human Resources*

*19 - 23 May 2025
Kigali (Rwanda)*

Training Course: Criteria for Measuring the Effectiveness of Human Resources

Training Course code: HR1971 From: 19 - 23 May 2025 Venue: Kigali (Rwanda) - Training Course Fees: 5950 € Euro

Introduction:

Welcome to the "Criteria for Measuring the Effectiveness of Human Resources" training program, designed by Global Horizon Training Center. This program is aimed at helping HR professionals and managers understand and implement effective strategies to measure the impact and effectiveness of their human resources initiatives. By applying these criteria, organizations can evaluate the efficiency and success of their HR practices, ensuring they align with overall business objectives.

Objectives:

- Familiarize participants with the importance of measuring the effectiveness of human resources.
- Provide an overview of the key criteria and metrics used to evaluate HR effectiveness.
- Help participants understand how to design and implement measurement strategies.
- Enable participants to analyze and interpret HR data to make informed decisions.
- Develop participants' skills in communicating HR effectiveness to stakeholders.

Methodology:

This training program employs a combination of interactive lectures, group discussions, case studies, and practical exercises to enhance participants' learning experience. Real-world examples and best practices will be shared to facilitate knowledge application. Additionally, participants will have the opportunity to engage in hands-on activities to reinforce their understanding of the concepts presented.

Target Audience:

This training program is designed for HR professionals, managers, supervisors, and anyone responsible for managing human resources within their organization. It is suitable for individuals at various levels of experience, from entry-level HR personnel to seasoned HR leaders seeking to enhance their measurement and evaluation skills.

Outlines:

Day 1:

Understanding the Importance of HR Measurement

- Introduction to HR effectiveness measurement
- Linking HR to business objectives
- Key challenges in measuring HR effectiveness
- Establishing a strategic framework for measurement

Day 2:

Defining Key Performance Indicators KPIs for HR

- Identifying relevant HR metrics and KPIs
- Aligning KPIs with organizational goals
- Developing SMART Specific, Measurable, Attainable, Relevant, Time-bound KPIs
- Setting benchmarks and targets for HR performance

Day 3:

Designing and Implementing HR Measurement Strategies

- Selecting appropriate data collection methods
- Designing HR measurement surveys and questionnaires
- Conducting interviews and focus groups for data gathering
- Leveraging technology for HR data analysis and reporting

Day 4:

Analyzing and Interpreting HR Data

- Data analysis techniques for HR measurement
- Interpreting HR metrics and identifying trends



- Utilizing statistical tools to analyze HR data
- Presenting HR data effectively through visualizations

Day 5:

Communicating HR Effectiveness to Stakeholders

- Effective storytelling with HR data
- Developing HR measurement reports and dashboards
- Presenting findings to senior management and stakeholders
- Leveraging HR metrics to drive organizational change

Registration form on the Training Course: Criteria for Measuring the Effectiveness of Human Resources

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