



*Training Course:  
Human Resources KPIs and Metrics*

*24 - 28 August 2026  
Paris (France)*

## Training Course: Human Resources KPIs and Metrics

Training Course code: HR234863 From: 24 - 28 August 2026 Venue: Paris (France) - Training Course Fees: 5775 € Euro

### Introduction

In today's performance-driven organizations, Human Resources is no longer a support function—it is a **strategic partner responsible for delivering measurable business value**. To achieve this, HR professionals must move beyond intuition and rely on **Key Performance Indicators KPIs** and data-driven metrics to evaluate effectiveness, optimize processes, and align HR initiatives with organizational goals.

This program is designed to equip participants with a **structured and practical approach to designing, measuring, and analyzing HR KPIs**. Participants will learn how to transform HR data into actionable insights, enabling better decision-making, improved workforce performance, and enhanced organizational outcomes.

By focusing on real-world HR scenarios and practical calculation methods, this course ensures that participants can confidently **build KPI frameworks, track performance, and drive continuous improvement across all HR functions**.

### Program Objectives

By the end of this program, participants will be able to:

- Define and differentiate between **KPIs and HR metrics**
- Understand the strategic importance of KPIs in organizational success
- Identify and design **relevant HR KPIs across all HR functions**
- Calculate key HR indicators using standardized methodologies
- Analyze HR data to support **decision-making and performance improvement**
- Develop KPIs related to **productivity, engagement, retention, and financial impact**
- Align HR KPIs with organizational strategy and long-term objectives
- Build KPI dashboards and monitoring frameworks

### Target Audience

This program is ideal for:

- HR Managers and HR Business Partners
- Recruitment and Talent Acquisition Professionals
- Employee Engagement and Organizational Development Specialists
- HR Analysts and Workforce Planning Professionals
- HR and Management Consultants
- Professionals interested in HR analytics and performance measurement

## Training Outline

### Day 1: Foundations of HR KPIs and Metrics

- Definition of HR KPIs and Metrics
- Importance and strategic value of KPIs
- Difference between KPIs and operational metrics
- KPI frameworks and design principles
- Common mistakes in KPI implementation
- Overview of HR KPI categories:
  - Compensation KPIs
  - Productivity KPIs
  - ROI and financial impact
- Workshop: Identifying key HR KPIs for your organization

### Day 2: Core HR KPI Categories

- Employment KPIs:
  - Employee tenure
  - Absenteeism rate
  - Turnover and termination rate
  - Cost per employee
- Training & Development KPIs:
  - Training cost and effectiveness
- Culture & Engagement KPIs:
  - Employee satisfaction index
  - Promotion rate
  - Leave utilization trends
- Case Study: Interpreting HR KPI trends

### Day 3: KPI Design and Development

- Performance KPIs:
  - Competency levels
  - Internal mobility IJP
  - On-the-job training effectiveness
- Step-by-step KPI design process:
  - Identifying strategic objectives
  - Defining success criteria
  - Selecting measurement methods
  - Writing effective KPIs
- Defining KPI levels and benchmarks Basic to Expert
- Aligning KPIs with job roles and departments
- Workshop: Designing KPI frameworks for HR functions

### Day 4: Business and Financial KPI Integration

- Cross-functional KPIs:
  - Sales and marketing KPIs
  - Financial KPIs
  - IT and customer service KPIs
  - Health & safety KPIs

- Key financial indicators:
  - Revenue growth
  - Profitability tracking
  - Working capital insights
- Using KPIs to:
  - Evaluate strategy effectiveness
  - Identify gaps and improvement areas
  - Support business decision-making
- Practical Exercise: KPI analysis for organizational performance

#### Day 5: KPI Measurement, Tools & Implementation

- Training KPIs:
  - Completion rate
  - Competency improvement
  - Compliance rate
- Types of performance indicators:
  - Quantitative vs. qualitative
  - Leading vs. lagging
  - Input, output, and process indicators
- KPI calculation methods:
  - Percentages
  - Averages
  - Ratios
  - Totals
- Building KPI dashboards and reports
- Assigning KPI ownership and accountability
- Final Workshop: Developing a complete HR KPI strategy

## Registration form on the Training Course: Human Recourses KPIs and Metrics

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

### Delegate Information

Full Name (Mr / Ms / Dr / Eng): .....  
 Position: .....  
 Telephone / Mobile: .....  
 Personal E-Mail: .....  
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### Company Information

Company Name: .....  
 Address: .....  
 City / Country: .....

### Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): .....  
 Position: .....  
 Telephone / Mobile: .....  
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### Payment Method

- Please find enclosed a cheque made payable to Global Horizon
- Please invoice me
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### Easy Ways To Register

Telephone:  
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