



*Training Course:
HR Metrics and Analytics*

*26 - 30 April 2027
Kigali (Rwanda)*

Training Course: HR Metrics and Analytics

Training Course code: HR3023 From: 26 - 30 April 2027 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

Introduction

This training program, designed by Global Horizon Training Center, focuses on transforming the Human Resources function into a strategic, data-driven partner that contributes directly to organizational performance and long-term success. In today's competitive environment, organizations rely heavily on human capital as a key differentiator, making it essential for HR professionals to move beyond administrative roles and adopt analytical, evidence-based approaches.

The program provides a comprehensive understanding of how to design, measure, and interpret HR metrics and analytics. Participants will explore how HR data influences business decisions, how organizational strategies impact workforce performance, and how to translate analytical insights into effective HR policies and strategic actions. The course integrates modern frameworks and global best practices aligned with institutions such as the Chartered Institute of Personnel and Development and Society for Human Resource Management, ensuring participants gain both theoretical knowledge and practical application.

Objectives

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

- Examine internal and external measurement frameworks to assess the contribution of HR
- Conduct detailed problem analysis and identify root causes of organizational challenges
- Make informed decisions based on data and evidence rather than assumptions
- Design and implement effective HR metrics and analytics systems
- Interpret HR data to support strategic and operational decision-making
- Understand and apply key principles of organizational change
- Translate analytical insights into HR strategies, policies, and interventions
- Position HR as a proactive driver of organizational transformation

Target Audience

- HR Managers and HR Business Partners
- HR Analysts and Workforce Planning Specialists
- Organizational Development Professionals
- HR Consultants and Senior HR Officers
- Professionals involved in strategy, performance management, or analytics

Outlines

Day 1: Corporate Strategy

- Introductions and program objectives
- The context for HR within organizational strategy
- Strategic Business Planning
- Corporate Social Responsibility CSR
- Human Capital Management concepts
- Developing business action plans
- Differences between HRM and Personnel Management
- The evolving structure of modern HR functions

Day 2: HR Tools and Methods

- Defining what should be measured in HR
- Measuring HR effectiveness
- Key HR metrics: headcount ratios, cost per employee, time-to-fill
- Identifying and addressing skills gaps
- Employee satisfaction and engagement measurement
- Internal frameworks: morale, motivation, investment, long-term development
- External perception and employer branding
- Learning and Development analytics
- Job analysis, job evaluation, and capability review
- Application of structured models e.g., RACI

Day 3: Driving Organizational Change

- Theories of organizational change and their application
- The human side of HR analytics
- Building a data-driven, no-blame culture
- Strengthening HR and line management relationships
- Emerging roles of HR in driving transformation

Day 4: Connecting HR Metrics and Analytics with Action Part 1

- Integrating analytics with change management
- Using HR data in employee relations
- Competency frameworks and analytics integration
- Employee development planning based on data insights
- Succession planning using analytical approaches

Day 5: Connecting HR Metrics and Analytics with Action Part 2

- Employee motivation and engagement analytics
- Empowerment and accountability frameworks
- Performance management systems: objectives, feedback, coaching, appraisal
- Translating insights into HR policies and strategic actions
- Final action planning and implementation roadmap

Registration form on the Training Course: HR Metrics and Analytics

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

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