

*Webinar on*

# **HR Analytics Is A Very Hot Issue**

# Learning Objectives

- Difference between analytics and metrics*
- How to pick high-powered metrics*
- What comes after establishing metrics*
- How analytics can be used to significantly help the business*
- Case studies to demonstrate real-life projects*
- How to develop an analytic model*
- Data needed and how to use Excel to develop analytic formulas*
- Using analytics in a selection process, the biggest opportunity in the HR area*



# • Areas Covered

- Data needed to do analytics*
- Skills and software needed to do analytics*
- How to use analytics in the selection process*
- How to use analytics in identifying high-leverage training programs*
- How to use analytics to reduce absenteeism*
- How to use analytics to forecast workforce changes*
- Kinds of data needed for certain projects*
- Real case study examples of how analytics created success for the business*



Basically, analytics is a combination of analysis and statistics and unlike metrics which are data from the past; analytics is the use of data to make predictions about the future.

**PRESENTED BY:**

*Thomas Palladino, Senior Human Resources Consultant. Tom Palladino has held numerous HR leadership positions in companies that included Conoco Phillips, Starbucks Coffee, Wells Fargo, Capital One, First Data and Green Plains Renewable Energy.*

On-Demand Webinar

Duration : 60 Minutes

Price: \$200

# Webinar Description

Human resources analytics is a very hot area in HR today. Many HR professionals think it is new but it has been employed since the 90's. Basically, analytics is a combination of analysis and statistics and unlike metrics which are data from the past; analytics is the use of data to make predictions about the future. This webinar will detail how, with the right data and skills, an HR professional can:

- Make predictions on which applicant will be a better worker
- Anticipate when people will quit and hire a replacement faster
- Forecast staffing needs
- Identify training programs that have the greatest impact on improving employee performance

To be ahead of the game, HR professionals need to look out the rear view mirror and the windshield. Keeping track of employee turnover and absenteeism are examples of HR metrics, not HR analytics. Metrics are data based on historical performance and are useful in measuring progress, but they do little to help you make decisions that will change the future.



This workshop will teach participants how to identify key human metrics and drivers to measure and improve HR and business performance. Based on the tenant that “one cannot improve what one does not measure”, metrics are very useful in establishing a baseline and measuring improvement. But, selecting the right metrics is key. Do you really want to increase the speed of hiring new people? It is a worthy goal but, if it results in the selection of poor quality new-hires, you will have won the battle and lost the war. This webinar will help you select powerful metrics that are tailored to your organization and geared toward improving business and HR performance.

Beyond metrics, this seminar will focus on micro variables that predict high performance. HR Analytics is the use of data to explain why some workers are high performing, what truly motivates people to work harder, what training courses deliver the most value to the Company and much more.

HR professionals have powerful intuitions and strong hunches, but to “sell” their ideas, they need data to back them up. This webinar will help HR professionals test hypotheses and make a “business case” for their ideas.

Today, HR leaders can easily use technology to develop analytics and make key predictive decisions.



# Who Should Attend ?

*Organization Development professionals will learn how to identify the attributes of high performing employees*

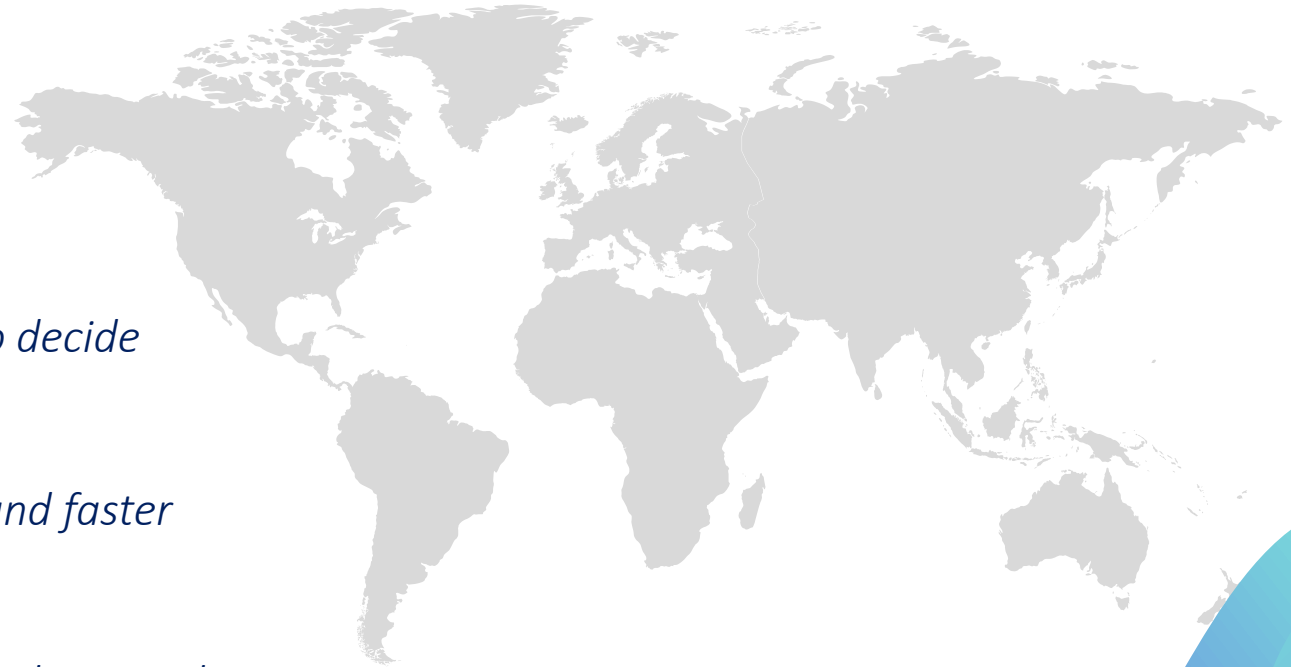
*Recruiters will have tangible factors on which to decide whether candidates go forward or not*

*Hiring Managers can expect less training time and faster ramp-up time of new hires*

*Co-workers will observe and appreciate new employees who fit the job and culture*

*Compensation professionals will design very effective incentive plans based on statistically proven skills and behaviors*

*Trainers will be able to identify or design training programs that have the most leverage on improving business performance*





*HR Professionals*

*HR Manager*

*Planning and Audit Managers*

*Business Analysts*

*HR Heads*

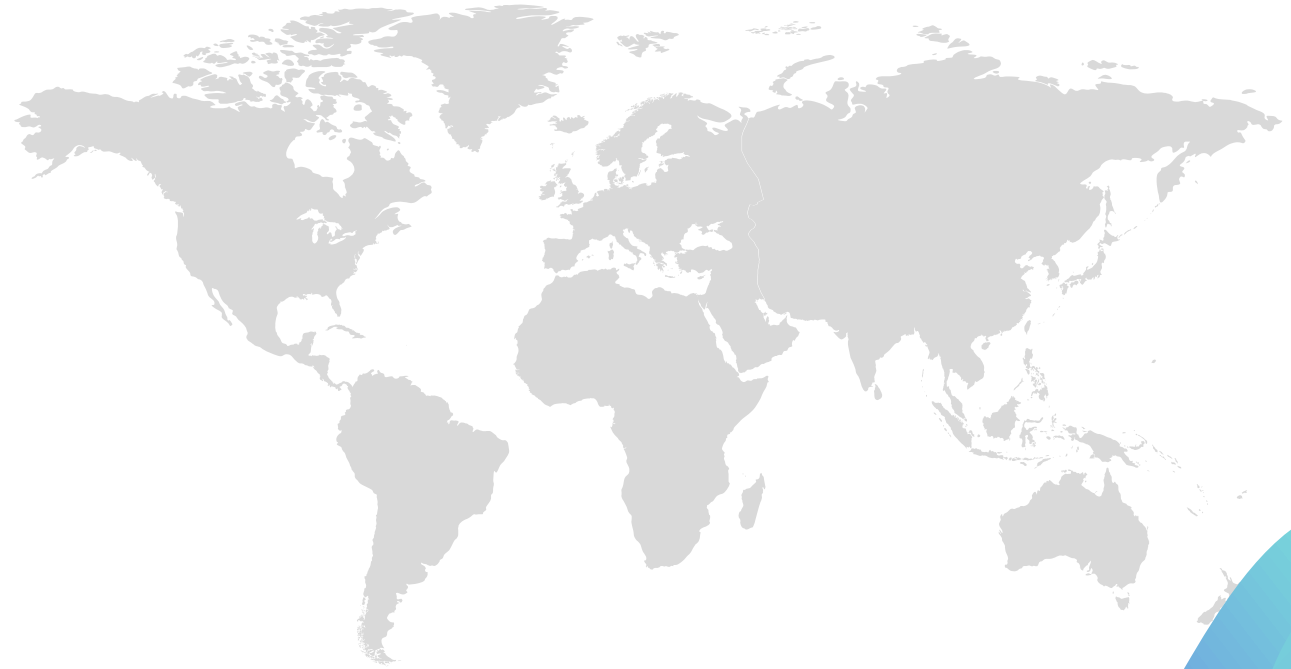
*CEO*

*CFO*

*Department Managers*

*Risk Managers*

*Team Lead/Managers*





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