

*Webinar on*

# **HR Metrics & Analytics: Making Data Driven Decisions**

# Learning Objectives

- Difference between metrics and analytics*
- 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*
- How to develop an analytic model*
- Kinds of data needed for certain projects*
- Real case study examples of how analytics created success for the business*



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

**PRESENTED BY:**

*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. His interest in HR analytics started in 1998 while he was consulting for Starbucks. He helped design a methodology that would identify employee attributes that correlate with business performance.*



Duration : 90 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



# Who Should Attend ?

*HR Professionals*

*HR Managers*

*Planning and Audit Managers*

*Business Analysts*

*HR Heads*

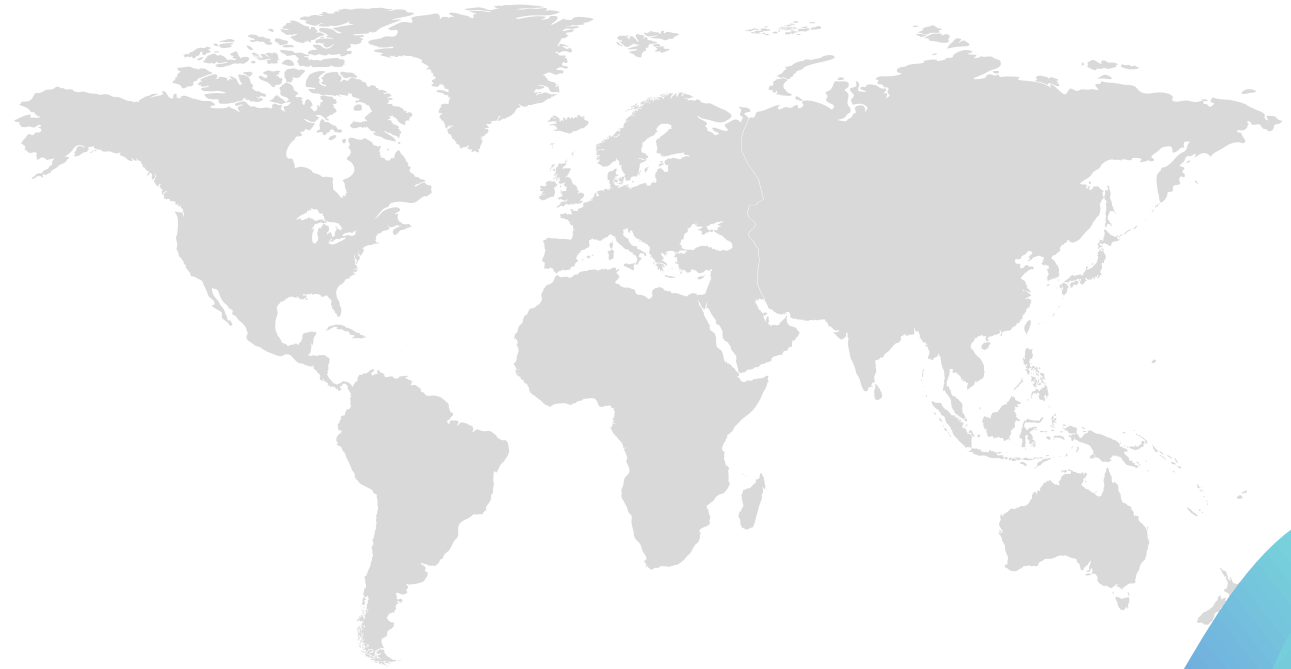
*CEOs*

*CFOs*

*Department Managers*

*Risk Managers*

*Team Lead/Managers*



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