

# HUMAN RESOURCES METRICS AND ANALYTICS

Participants will:

- Make a compelling case for using HR metrics
- Identify relevant measures that link employee performance to business results.
- Position HR as a strategic business activity just like production, sales and marketing
- Gain skills to compute HR metrics.
- Think as a business person and measure the cost-effectiveness of HR activities so as improve HR services
- Project HR to top management as a strategic business partner.

## Learning Contents

- Importance of metrics in business
- Making a compelling case for HR metrics
- Criteria for identifying relevant metrics
- HR activities and formulas for their measurements
- Employee performance metrics
- HR effectiveness metrics
- The balanced scorecard
- Personnel records, audits and research
- Demonstration of HR software/ Use of Excel
- Template for reporting HR trends and activities
- Employee satisfaction survey

Physical	Virtual (local)	Virtual (International)
₦ 210,000.00	₦ 179,900.00	\$ 145.00

Discounts off regular fees for open programmes: 3-5 nominations – 5%

Programme also available as in-plant. Fee: Negotiable

This course provides HR practitioners with the tools to enable them to report in quantitative terms the cost-effectiveness of HR activities such as recruitment, training and development, and compensation. It will also enable them to report trends, establish a measurement system that is reliable and measure how HR activities contribute to giving the organization a competitive edge.

### **Who Should Attend?**

HR managers and their Support Staff.

### **Dates:**

March 4 – 5,

June 10 – 11,

November 4 – 5, 2026

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