

FOUNDATIONAL HR ANALYTICS: THEORY AND APPLICATIONS

INTRODUCTION

Human Capital Management encompasses many domains including recruiting, retaining and developing people. Decision making is a daily component and it is vital for participants to be able to make evidence based decisions.

Through this session, participants will be engaged through hands-on practices and will bring back to their company useful toolkits to kick-start their HR analytics function. Participants will understand practices used by firms in various human capital management domains and how it helps to improve business outcomes and reduce time. This includes using analytics for hiring effectiveness, performance management and even for a better understanding of engagement and climate in an enterprise. Participants will also look into how analysis can be done for their business partnering processes. To sum up, participants will understand about frameworks, processes and free tools available used in human capital development.

OBJECTIVE

Participants will be able to:

- Understand how human capital management through data based approaches affects business outcomes
- Understand various applications of HR analytics in various companies
- Apply data analytics methods in HR processes and interpret the results and insights
- Using analytics, improve HR related processes.

COURSE OUTLINE

- Fundamentals of Human Capital Management and Business Partnering
- How Analytics Benefit HR and Business Processes
- Research Hypothesis, HR Metrics and Data
- Data Management – Collection and Cleaning
- Data Protection - Compliance
- Data Analysis – Descriptive, Predictive and Prescriptive Data Interpretation and Presentation
- Practical Implementation and Limitations of People Analytics
- Application of Data Analytics in Hiring
- Application of Data Analytics in Retention
- Application of Data Analytics in OTJ/Skills Training
- Application of Data Analytics in Employee Engagement

TARGET AUDIENCE

HR Executives, HR Managers, HR Business Partners, HR practitioners Dealing with Data

METHODOLOGY

The course will be delivered through a combination of the following methods:

- **Lecture** – To establish initial knowledge transfer
- **Interactive discussions** – To facilitate sharing of ideas and experiences within class
- **Case studies & videos** – To illustrate applications
- **Hands-on exercises** – To facilitate application of concepts

As such, participants need to bring a working laptop, installed with Ms Excel. Participants are also recommended to install free analytics software called R and Gretl.

TRAINER PROFILE

Mr Freddy Liew is an award recipient of the SNEF-STEPHEN LEE AWARD for leadership development in Tripartism and Industrial Relations.

His areas of expertise include HR analytics, compensation and benefits, work measurement and labour-management relations. Prior to SNEF, Freddy worked with a top HR consulting firm where he did projects on HR analytics, engagement and climate, organisation planning and design and performance management for Fortune 500 companies. He is also currently working also involved in Industrial Relations and Employee Relations matters.

Freddy graduated from Nanyang Technological University with Honours in Mathematics and Economics. He also holds a Master of Science in Economics from the Singapore Management University, as well as a Post-Graduate Diploma in Education from the National Institute of Education.

Please refer to SNEF website for available dates

Duration : **1 day, 9am to 5pm (7 hours)**

Course Venue : **SNEF HQ (Paya Lebar Square)**

Course fee : **\$300.00 (before GST)**

Register online at SNEF website, www.snef.org.sg

Click on "Training" and Course Category "Human Resource/Industrial Relation"

Or Click: https://snef.org.sg/course_category/human-resource-industrial-relation/

Enquiries:

Evelyn DID: 6827 6971 / Training hotline: 6827 6927

Email : evelyn_tan@snef.org.sg