12-13 October 2017

9.00am – 5.00pm

Mandarin Orchard, Singapore

Corporate Practice Series
Analytics for HR Professionals:
A Practical Approach

Adopting analytics to improve HR decision making is the hottest topic for HR professionals today. Visionary companies like Google for example have adopted such data-driven approaches to make better people decisions to set themselves apart from their competitors. Despite the benefits HR analytics bring to companies, there are insufficient HR professionals who are able to perform this function effectively.

This hands-on programme is part of the **Corporate Practice Series**, designed specifically to give HR Professionals a comprehensive conceptual overview of HR analytics. Through the use of case studies and class exercises, participants will learn about the design principles of HR metrics, understand the application of important analysis frameworks, techniques and statistical concepts, including data visualization and storytelling techniques.

CPE Hours: 14

Registration Fee: $1400.00
(including 7% GST)

To sign up, please visit
www.wolterskluwer.com.sg

*Participants are required to bring along their laptops, equipped with Windows OS version of MS Excel 2010 or a later version.

Programme Outline

Introduction to HR Analytics
- What is HR Analytics?
- HR Analytics Value Chain, Roadmap & Maturity
- *Group exercise and discussion*

HR Analytics Frameworks
- Introducing the HR Lifecycle Framework and the inter-connectedness among the different HR functions
- Understanding the external operating environment and its impact to HR strategy and practices
- *Case study*

HR Metrics Design – What, why and how?
- The key principles to metrics design, including the outside-in approach to identify and prioritize HR metrics
- Understanding the different types and categories of HR metrics
- *Case study and an exercise on HR metrics design principles*

Statistical Analysis Concepts for Business Users
- Introducing the key statistical concepts

- Applying the analysis results to augment problem solving and decision making

Analytics Techniques to Connect-the-Dots
- Introducing the common analysis techniques, including trends analysis, driver analysis, cluster analysis and how these techniques might be applied to common HR issues like turnover analysis, employee engagement, Human Capital ROI
- *Case study and computer-aided MS Excel Exercise*

Visualization of HR Analytics
- Learn important visualization techniques in relation to the types of common HR metrics and be equipped with essential skills to create an Interactive Dashboard with MS Excel
- *Computer-aided MS Excel class exercise*

Business Case (Group Exercise)
- *This is a comprehensive business case, broken down into multiple practical sessions to allow you to put your newly acquired skills into practice*

The detailed outline is available on our website at : www.wolterskluwer.com.sg

Speaker Profile

Awie H Foong, PhD
Awie has more than 13 years of analytics and consulting experience with top management consulting firms and MNCs where he consults and advises in areas of strategic planning, people risk management and board governance for both government and business organizations. He is a regular speaker at HRM and analytics events, and an associate of the Civil Service College where he developed and taught data analytics, decision making and HR analytics courses. Awie obtained his PhD in Organization Behavior and Knowledge Management from the National University of Singapore. He also holds a First Class Honors degree in Mechanical Engineering; and is recognized as a subject-matter-expert in the field of labor and socio-economics.