

The **Certified HR Analytics & Metrics Professional** program, of **Carlton Advanced Management Institute (CAMI)**, done worldwide in association with **Middle Earth HR the World's 7th Largest Training Company**.

Today the business environment is getting more competitive and there is a greater need for HR professionals to support the business in their decisions by the usage of clear business data and their ability to link business outcomes with HR data from ERP, HRIS systems and internal HR data generated by the company. A HR professional should be able to support the business leaders in better decision making. Converting HR data into critical metrics to support business outcomes, create dashboards is now the job of an advanced HR leader or HR generalist.

A growing number of advanced HR professionals are using metrics and predicative analytical tools to drive higher and higher value to organizations. Are you getting ready for this revolution. Do not get left behind. Be on the forefront by preparing yourself with the knowledge and skills in HR Analytics.

## Course Overview

### MODULE 1: Introduction

- What is HR Analytics
- Origin and evolution of HR Analytics
- Benefits of implementing HR Analytics
- MEC model of HR Analytics

### MODULE 2: Identification

- Linking HR to Business drivers
- Values and Culture
- Key Strategic Themes
- Introduction to the Balanced Scoreboard – The HR aspect

### MODULE 3: Quantification

- First generation – Cost Determinants
- Second generation- Lead and lag Indicators
- Lead indicators for compensation
- Lead indicators for recruitment
- Lead indicators for performance management
- Lead Indicators for Learning and Development

### MODULE 4: Reporting

- Creating charts and graphs
- Creating Pivot Table
- Creating HR Dashboards

### MODULE 5: Analysis

- Implementing Trend Analysis
- Implementing Predictive analytics
- Using Regression and Correlation

### By attending this Workshop you will learn:

- Get a comprehensive, information packed courseware during the program
- Learn from the industry experts who have a specialist experience in the area of psychometric testing
- Network with other professionals with same background and interest
- Brand yourself as a certified psychometric testing professional
- Increase your earning potential as a freelance professional by becoming a certified psychometric testing professional
- Unique "risk free" money back guarantee

### Unique Benefits to the participants:

- Understand the process of creating and using HR Analytics
- Support and design HR metrics and HR strategy Maps for strategic outcomes
- Use correlation, regression and advanced business analytics to drive business outcomes.
- Use metrics and quantify key outcomes in recruitment, L&D, Compensation and performance management.
- Build value for HR departments by showing links between HR and Business outcomes.

### Who Should Attend the Program?

- Human resource executives and managers
- Top level HR professionals who frame their organizational human resource policies
- HR Generalists in Organizations

### CAMI Certificate

Certificate will be given by Carlton Advanced Management Institute (CAMI), USA

### Certification Process With Time Lines

**Step 1 :** Training – 2 days (9.00 am – 6.00 pm)

**Step 2 :** Project completion (24 hrs work)

**Step 3 :** Project Soft Copy Submission (within 60 days from program)

**Step 4 :** Certification & Evaluation process – 5 weeks after submission of project

The assessment would be done based on step 3 by an

Fees Per Participation

**INR. 30000**

**For Registrations and More Information Contact :**

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For Upcoming Events Visit : <http://acelearnquest.com/event.php>