HR Analytics Leader
Online Course

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AIHR | ACADEMY TO INNOVATE HR

An overview
of what you can expect from this course

Drive fact-based decision-making in HR

As an HR Analytics leader, you have the skills and knowledge to take point on the implementation of data-driven HR practices throughout your organization, and act as the link between HR and the business. This online course teaches both HR analytics expertise and skills such as building business cases and stakeholder management, so that you will be able to make maximum impact within your organization.

Through analyzing the impact of people-related decisions, you help business leaders identify which levers they need to pull in order to boost business performance – a unique skill that will benefit both your organization and your career!

🖥️	**Type**	Online self-paced learning
💬	**Language**	English (with English & Spanish captions)
🕐	**Duration**	21 hours
📅	**Access**	12 months
🧑‍🏫	**Structure**	7 modules
✔️	**Testing**	Quizzes and assignments
🎓	Digital certificate upon completion (including LI token)	
🏛️	Eligible for HRCI & SHRM credits	
📋	Reading materials & bonus content	
$	60-day money back guarantee	

Curriculum overview

Practical. Comprehensive. Game changing.

Learning objectives

Leading with data
Develop a plan to implement data-driven HR practices and foster a culture of data-driven people decisions.

Impact analytics
Learn from real-world case studies and examples how to create value through data analytics.

Analytics business case
Identify business problems and draft business cases using our HR value chain methodology.

Stakeholder management
Learn to keep track of your stakeholders using the stakeholder management toolkit.

MODULE 1
Introduction to HR Analytics
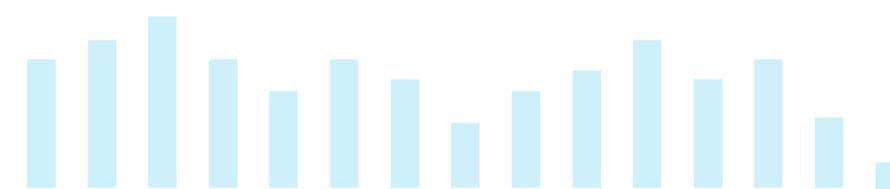
MODULE 2
Consulting the Business

MODULE 3
Building the Business Case

MODULE 4
Working With HR Data

MODULE 5
Data Cleaning & HR Metrics

MODULE 6
Hypotheses & Data Analysis

MODULE 7
Data Visualization & Reporting

Introduction to HR Analytics

Before diving into the details, you will learn about the strategic focus of HR analytics, as well as the various challenges you may face as an analytics leader. After completing this module, you will understand the skills your analytics team needs in each stage of the HR analytics process.
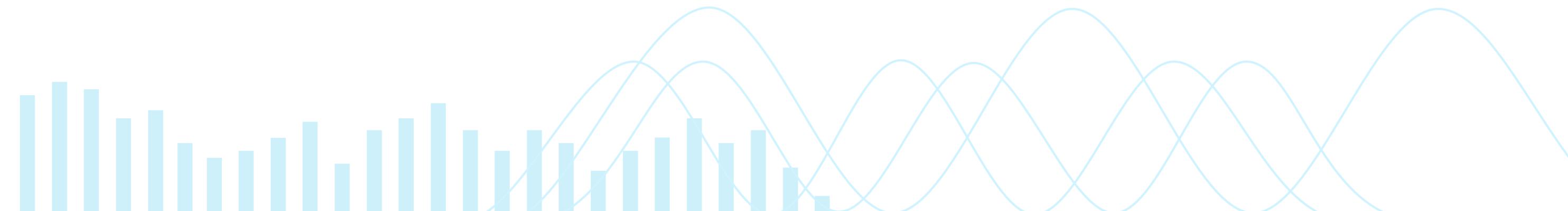
- **Bonus - Introduction by David Green**
- **Bonus - Introduction by Lyndon Sundmark**
- **Lessons**
  - HR Analytics 101
  - Challenges Within HR Analytics
  - Skill Sets
- **Resources & reading materials**

Consulting the Business

In this module, you will learn how to make a real business impact with HR analytics. In addition to deepening your understanding of the HR analytics domain, you will learn more about strategic business concerns and how to prioritize the HR challenges you will be tackling.

- **Lessons**
  - Challenges
  - Maturity
  - Agile HR Analytics
  - Start With a Question
- **Resources & reading materials**

Building the Business Case

There is no doubt that HR analytics is valuable, but how can it add value for your organization specifically? In this module you will learn how to demonstrate this using the HR Value Chain methodology. You will also explore case studies and learn more about variables.

- **Lessons**
  - Variables
  - Proving Analytics' Value Using the HR Value Chain
  - Applying the HR Value Chain in Real Life
  - 11 Examples of Analytics Cases
  - Building the Business Case for HR Analytics
- **Resources & reading materials**
- **Bonus - How Diversity Makes Teams More Innovative**
- **Bonus - Interview With Alec Levenson**

HR Data

In this module, you will learn about various topics related to analytics implementation, such as data management and automation and pilot analysis. In addition, you will take a closer look at the various tools used in HR analytics, and the advantages of data warehousing.

- **Lessons**
  - Implementation
  - HR Data I
  - HR Data II
- **Resources & reading materials**
- **Bonus - Q&A**

Data Cleaning & HR Metrics

In this module, you will take a deep dive into HR metrics. You will learn how to create metrics that align with your strategic goals, recognize when metrics are inefficient, and understand the importance of automating metrics. You will also learn how to clean data in preparation for analysis.

- **Lessons**
  - Data & Metrics
  - Efficient Metrics
  - Data Cleaning
  - Creating HR Metrics
- **Resources & reading materials**

Statistics in HR

After completing these lessons, you will be familiar with various kinds of statistical analyses. In addition to learning about regression and correlation analyses, you will understand different analytics maturity levels and how to avoid common pitfalls of working with data.

- **Lessons**
  - HR Analytics Maturity
  - Correlation Analysis
  - Regression Analysis
  - Data Before Hypothesis?
- **Resources & reading materials**
- **Bonus - The LAMP Framework**
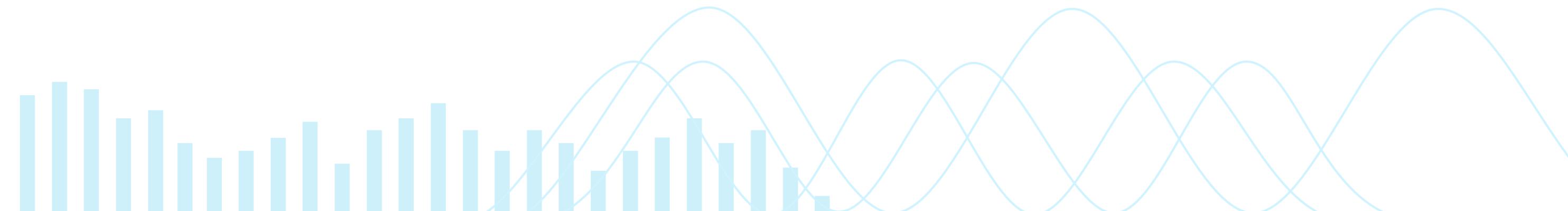
Reporting Insights

In this final module, you will focus on HR reporting. The topics include predictive analytics, the mindset of reporting HR analytics, and of course data visualization. In short, you will have the skills and knowledge necessary to create insightful and impactful reports.

- **Lessons**

    - Predictive Analytics

    - Reporting & Advising

    - The Value of Visualization in HR

    - Data Visualization

- **Resources & reading materials**

- **Bonus - Interview With Max Blumberg**

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