Workforce Analytics

Predictive Analytics Course for Human Resources

PROGNOZ.ai

Turnover | Headcount | Flight Risk | Recruiting | Talent | Performance | Pay | Diversity | Benefits

Prognoz.ai
The Leading Data Analytics Firm
https://prognoz.ai

Build Real-Time HR Analytics capability For Your Organization!
Learn and build the capability to Respond immediately to emerging needs, events, risks and trends with real-time analysis of your Human Capital Management (HCM) system.

Lagos, Nigeria
October 9 - 13, 2023

Register Today!

Scan To Register

Call to Register:
➤ **+234 81 888 22331**

Email to Register:
➤ **programs@prognoz.ai**

Register at Website:
https://prognoz.ai/courses/workforce-analytics-nig/29

Program Fees
₦1,850,000
Net of ALL Deductions
Covers course, course materials and meals only

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FACTS
About HR Analytics

85% of surveyed companies rated **HR analytics as "important" or "very important"**

70% of surveyed companies **actively working toward integrating HR analytics into decision making**

42% of surveyed companies rated themselves as **"ready" or "very ready" for the HR analytics trend**

Training Structure

IN-PERSON   **VIRTUAL**

This program adopts a hybrid approach to accelerating learning among participants with the following structure;

In-Person Class
a 5-day in person training to cover basic concepts data analytics and data science. At the end of this component, participants are placed in small teams and assigned a project designed to reinform learning and improve mastery. The Bootcamps that follow, provide hand-holding support to participants to complete these projects

BootCamp 1
Bootcamp 1 is a FULL day Zoom based session. This is a hands-on tutorial style session in which our seasoned Instructors work with participants in their teams to organizes in readiness to complete assigned project milestones and connects all the dots between theoretical concepts learnt and their practical applications

BootCamp 2
Bootcamp 2 is a HALF day Zoom based session. It is a hands-on tutorial focused on working with participants in their teams to review completed work on assigned project milestones and provide feedback and next steps

BootCamp 3
Bootcamp 3 is a half day Zoom session focused on reviewing the completed project, assisting participants create a self-development plan and working with participants to identify organization-specific projects to directly apply the learned data science skills immediately on-the-job

Course Description/ Objectives

Real-Time HR Analytics! Learn and build the capability to Respond immediately to emerging events and trends with real-time analysis of your Human Capital Management (HCM) system.

This course will introduce you to the concepts of diagnostic, predictive and descriptive analytics for HR using data science and analytics tools and technology. No previous experience or analytics skills are necessary. In this course, you will learn how to use data science-based approaches and tools to model HR risks and implement predictive models to track risk events surrounding Talent Acquisition, Learning & Development, Performance Management, Workforce Management and organizational culture

If you want to turn your organization's data into a resource to transform HR as a strategic business partner, recruit more efficiently, ensure a safe and equitable workplace, or create best-in-class employee experiences, then This course is for you!

What You Will Learn

This program will introduce participants to the application of data analytics techniques and tools to implement descriptive, diagnostic, predictive and prescriptive analytics in the following areas of HR;

- Talent Acquisition and Management
- Workforce Learning and Targeted Development
- Workforce Self-Service Analytics
- Workforce Planning
- Compensation and Benefits Management/Analytics
- Performance Management and Performance Appraisal Process Management

Who Should Enroll

For corporate executives, managers and team leads in Human resources Functions and those who work with HR related data in the following functions;
•Human Resources| Training and Development | Performance Management| Internal Audit| Business process management | Strategy

Learning Experience

PROGRAM DURATION
Total Span: 8 Weeks
Four Parts with 2 weeks intervals

FORMAT
Part 1: 5-day In-person
Part2: Half Day Boot Camp (Zoom)
Part3: Half Day Boot Camp (Zoom)
Part4: Half Day Boot Camp (Zoom)

COURSE LENGTH
In-Person: 5 Days

CLASS SIZE
Under 35 Persons

HANDS ON
50% Component

EFFORT
3 – 5 hours per week

PROJECT LENGTH
Virtual Bootcamp : 7 Weeks

TEACHING MODEL
Learning Portal, Instructor-led Plus, Project-based Bootcamps

PRE-COURSE MATERIALS
Includes pre-course CBT and prep work

Course Content

This course includes a required participant preparation ahead of the 5-day in-person session. The course starts with introduction to data science and data science-based approaches to analytics and pattern modeling. It covers a review of the core techniques in descriptive and diagnostics analytics as well as anomaly detection and how to apply these approaches and tools to build and deploy robust HR operations analytics and service delivery management infrastructure management across all domains of HR. Key topic domains covered are listed below

This course features 5-days in person training and 3 live Zoom based bootcamp-style project sessions designed to improve mastery in small teams though real-life project-based live online training and handholding sessions

Manage and automate talent acquisition
Easily understand your talent pipeline and hiring needs so you get the right people, into the right roles, at the right time. Use data and analytics to improve the efficiency of the recruiting process, new hire quality, and diversity.

Enhance recruitment efficiency
Make better decisions faster with analytics that let you combine and explore all your data. Improve forecasting. Find higher quality candidates. Increase internal productivity.

Optimize sourcing channels
Power up your hiring. Ensure your recruitment budget is allocated to the most productive places, monitoring performance across channels to support rapid optimization of spend.

Improve your quality of hire
Stop guessing about the impact of your talent. Establish performance metrics and analyze the data to predict how new prospects can impact long-term company success.

Advance diversity and gender goals
Close workforce gaps and reap the rewards of more equal representation, prioritizing change and measuring progress regularly with a highly streamlined process.

Reduce workforce management burdens
Create self-service analytics that empowers HR teams to freely explore and analyze workforce insight

Modern and predictive workforce planning
Measure, report, and analyze everything from absenteeism to promotion and successor gap rates. And predict human capital supply and demand dynamics to plan for changing business conditions.

Optimize compensation & benefits
Empower your team with analytics that help you understand and optimize total reward balancing business profitability and employee satisfaction.

Drive employee engagement
Understand employee sentiment, using pulse employee survey data and other apps to highlight trends and relationships. Use analytics to determine promotions and awards.

Anticipate and manage crises faster
Use dynamic, near-real time data to identify and respond to natural and man-made disasters, quickly assessing and reducing employee risk with proactive, timely, data-informed actions.

Transform performance management
Go beyond traditional review processes with an automated, data-driven approach. Combine data from your performance management system, LMS, and other sources of employee data, creating a holistic view of performance:
•Aggregate and analyze check-ins to monitor progress
•Proactively manage career development
•Create a continuous feedback loop between employees and managers
Performance management analytics let you continually monitor performance, satisfaction, and goal progress so you can act quickly with timely support to drive better business outcomes and help employees reach their potential.

Drive workforce learning and development
Learn to use data analytics tools to quickly assess employee skills and gaps, monitoring progress and identifying where upskilling is needed and how often. Future-proof your people operations with predictive analytics capabilities to help you respond to potential attrition dynamics, employee engagement opportunities, staffing and resourcing needs and more.

Proactively manage employee development
Use data science predictive tools to mine top performer data for consistent characteristics. Predict those most likely to succeed next.

Register For This Event

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Email to Register
programs@prognoz.ai

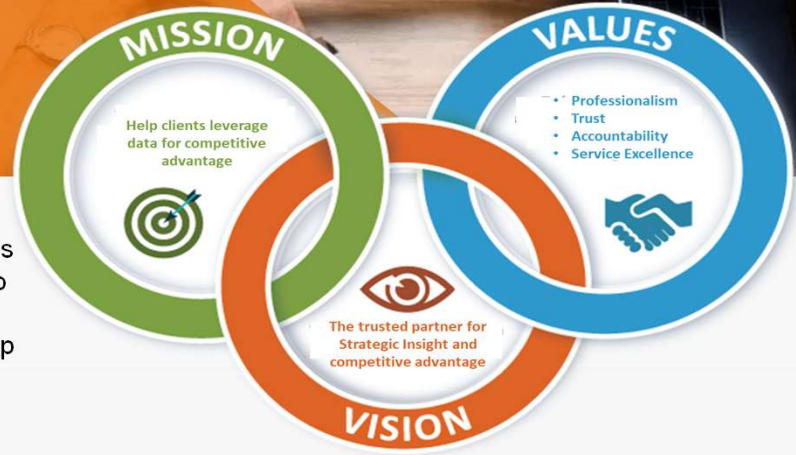**Sending a group? Ask for Group Discount**

Call to Register

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About Prognoz.ai

MISSION

Help clients leverage data for competitive advantage

VALUES

- Professionalism
- Trust
- Accountability
- Service Excellence

VISION

The trusted partner for Strategic Insight and competitive advantage

We help organizations improve the quality of strategic decisions from insights uncovered in their data. We help organizations go from data to insights that power their strategy and operations through the application of machine learning and AI. Our flagship service implemented in several leading organizations includes the application of machine learning in Early Warning Systems Models for strategy, strategic initiatives management, performance management and risk management, and in Decision Support Systems Models that proactively track performance at all levels of the organization and detects the onset of performance anomalies and therefore enables executives to respond proactively to manage both risk and performance.

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OUR SERVICE

- Strategy
- Performance Management
- Predictive Modeling
- Data Analytics
- Service Quality Mgt

Our Clients

HITACHI Inspire the Next
Implemented marketing strategy and performance management system for market development and service fulfilment

MINISTRY OF HEALTH-ETHIOPIA
Implementing a full cycle strategy and performance management system for primary healthcare management and inclusion

Johnson & Johnson
Implementing Data Analytics and predictive modeling for drug adverse reactions management in clinical trials

FirstEnergy
Implemented a full cycle performance management system with predictive modeling

PNC
Implemented an automated performance management system for strategy and workforce performance management in Commercial Banking

BRIDGESTONE
Implemented a Data Analytics and predictive modeling for performance anomaly detection

JPMorganChase
Implemented a Data Analytics and predictive modeling for business process performance management

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