DATA ANALYTICS SKILLS AND TECHNIQUES FOR HR ANALYTICS

JAKARTA · 28-10-2019
BANGKOK · 31-10-2019

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LEARN HOW TO

1. Develop a comprehensive understanding of the end-to-end analytics process that is applicable to address most HR problems.
2. Develop the skills to conduct descriptive and inferential (statistical) analyses on HR issues or problems.
3. Develop the skills to create interactive data visualization to communicate HR data and metrics more effectively

ABOUT YOUR COURSE TRAINER

Awie Foong, PhD

Co-Founder and Principal, FYT Consulting based in Singapore

• Highly experienced trainer, speaker and consultant in HR analytics, speaking regularly at HR management and analytics events

• Served as an Associate Director at Aon Hewitt Consulting's Talent and Rewards practice, as well as practitioner in global HR strategy at Abbott Laboratories

• Led the formation and establishment of the HR Strategy and People Analytics Centre of Excellence (COE) for a Fortune 200 multinational healthcare company with over 60,000 employees worldwide

• Expert areas include HR analytics, talent strategy, strategic workforce planning, employee engagement and talent development etc.

• Fluent in multiple languages including English, Mandarin, Malay and Cantonese

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PAST TESTIMONIALS OF THE COURSE TRAINER

If you are planning to become a HR data-driven organisation, this is the course to be inspired. Full marks for the trainer!" *– Head of HR Services, Boehringer Ingelheim*

"An extremely knowledgeable and hands-on trainer who gave deep insights from his wealth of experience." *– Regional HR Director, Emery Oleochemicals Malaysia*

"This course covered the key techniques to analyse data and tips on leveraging Excel to validate data and establish correlation." *– Senior Vice President, Government of Singapore Investment Corporation (GIC)*

"This course was well-structured and delivered by an effective trainer. Thumbs up!" *– HR Director, SingTel*

COMPANIES THAT HAVE BENEFITED FROM AWIE'S EXPERTISE

- Alstom Transport
- Axiata Group
- Boehringer Ingelheim
- Brother International
- Civil Service College, Singapore
- Continental Automotive
- Emery Oleochemicals Malaysia
- Federal Express
- Frasers Centrepoint
- Golden Screen Cinemas Sdn Bhd
- Government of Singapore Investment Corporation (GIC)
- Great Eastern Life Assurance

- Infineon Technologies
- Korn Ferry
- Nanyang Technological University
- NTUC Learning Hub
- Pos Malaysia
- Sembcorp Design and Construction
- Sime Darby Plantation
- Singapore Institute of Management
- Singapore Polytechnic
- Singapore Public Service
- SingTel
- SMRT Corporation

WHY YOU SHOULD ATTEND

This one-day workshop is designed to impart technical data analysis skills to enable HR professionals to turn raw data into meaningful insights to address the issues and challenges in people management. These analysis techniques include both descriptive and inferential (statistical) analyses where the participants will learn to apply these techniques in analysing and addressing HR problems. The purpose of inferential analysis is to allow HR professionals to understand the relationships among different variables and therefore able to explain the reasons that underpin HR issues and provide guidance to problem solving with greater confidence.

WHO SHOULD ATTEND

1. HR professionals with keen interest to learn and develop descriptive and inferential analytics skills
2. HR analysts or professionals with analytics responsibilities who want to go beyond descriptive analyses
3. HR analytics managers responsible for managing and supervising a team of analysts

COURSE OUTLINE

TIME	AGENDA
8.45 am	**Registration**
9.00 am	**1. Introduction: Understanding the End-to-end Analytics Process** In this segment, we will walk the participants through the six critical steps to turn data into insights with case examples from several organisations.
9.30 am	**2. Summarising HR Data to Understand the Historical and Current State of Workforce Dynamics and Flow and Diagnose Issues in HR Practices** Workforce flow is a framework to model the dynamics of the end-to-end HR lifecycle. The ability to understand workforce flow allows HR to connect and diagnose issues along the various stages of HR lifecycle, from talent sourcing and recruiting, to onboarding, learning and development, to employee engagement, performance management, and compensation and benefits. This segment includes a series of hands-on exercises to turn raw HR data into summary information. The participants will also work on various summary statistics to diagnose HR-related issues. a. Summarising HR data with Pivot Tables (class exercise with MS Excel) b. Calculating workforce flow metrics (class exercise with MS Excel) c. Interpreting workforce flow metrics d. Diagnosing HR issues with the summary statistics e. Making future projections with workforce flow metrics (class exercise with MS Excel)
11.00 am	**Break**
11.30 am	**3. Creating and Working with Interactive Dashboards and Infographics** This segment is largely a hands-on session with multiple computer-aided exercises to enable the participants to design and build interactive dashboards and infographics with MS Excel. Participants will also learn to draw insights from interactive dashboards a. Principles of data visualization b. Design and build interactive dashboards (class exercise with MS Excel) c. Design and build interactive infographics (class exercise with MS Excel) d. Exploring Interactive Dashboards to Uncover Insights *Demo: Data visualization tools (e.g. Tableau, PowerBI, QlikSense)*
12.30 pm	**Lunch**
1.30 pm	**Creating and Working with Interactive Dashboards and Infographics (Continued)**
2.30 pm	**Break**
3.00 pm	**4. Going Beyond Descriptive Analytics: Solving Complicated HR Problems with Inferential Analysis Techniques** People management is often a complicated undertaking. Most HR problems are multifactor problems that are affected by many different variables. These variables tend to co-exist and cannot be simply eliminated and controlled. Inferential analysis helps to establish relationships among key variables and allows HR professionals to better understand the underlying factors and root causes. In this segment, participants will learn to: a) Diagnose and uncover employee satisfaction drivers from pulse survey data with Multiple Regression Analysis (class exercise with MS Excel) b) Predict employee resignation (Demo with Machine Learning Studio) Pre-requisite: • Familiar with basic Excel functions (e.g. SUM, COUNT, IF, AND, OR, VLOOKUP etc.) • Understand basic statistical concepts, e.g. Mean, Media, Variance, Standard Deviation, Probability
5.00 pm	**End**

Data Analytic Skills and Techniques For HR Analytics

Location	Jakarta	Bangkok
Dates	28 October 2019	30 October 2019
Price Per Person	**Early Bird:** **USD 599** (on or before 25 September) **Regular Price:** **USD 799** (after 25 September) **Bundle Deal:** **Data Analytics Skills and Techniques For HR Analytics** **+** **HR Analytics For Effective People Management** **USD 900** (after 25 September) **USD 1200** (after 25 September)	
Contact Person for Registration and Group Discounts	**Heather Ang** Regional Producer – HR Masterclass Series Tel: +65 6423 0329 Email: heathera@humanresourcesonline.net	
Amendment / Cancellation Policy	1. All bookings are final. 2. Should you be unable to attend, a substitute delegate is welcome at no extra charge. 3. HR Masterclass Series cannot provide any refunds for cancellations. 4. HR Masterclass Series reserves the rights to alter the programme without notice, including the substitution, amendment or cancellation of trainers and/or topics. 5. HR Masterclass Series is not responsible for any loss or damage as a result of a substitution, alteration, postponement or cancellation of the event.	

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Courses are conducted in a personalised and interactive workshop setting with practical case studies and exercises from our expert trainer. Delegates will take away global best practices, fresh ideas and customised solutions for implementation back in their organisations.

HR Masterclass Series is committed to being a trusted learning partner of HR practitioners throughout Asia.

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- Hilton Hotels & Resorts
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