

HR Key Performance Indicators: Measuring What Matters

Online -

20-12-2026

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Course code: HR290 From: 20-12-2026 Venue: Online - Course Fees: 1400 £

Introduction

The training program HR Key Performance Indicators: Measuring What Matters is meticulously designed by Global Horizon Training Center to provide HR professionals with the knowledge and tools to establish, monitor, and optimize key performance indicators (KPIs) that truly matter. The program emphasizes aligning HR metrics with organizational goals to drive performance, ensure accountability, and deliver measurable results. Participants will learn to design effective KPIs, analyze their impact, and utilize the insights to foster organizational growth and employee development.

Objectives

By the end of this program, participants will be able to:

1. Understand the concept and importance of HR KPIs and their alignment with business goals.
2. Design and implement effective KPIs to measure HR success.
3. Analyze HR data to derive actionable insights and improve workforce performance.
4. Benchmark organizational HR metrics with industry standards.
5. Create strategies to enhance employee productivity, retention, and engagement using KPI results.

Course Methodology

This course employs a blend of methodologies, including:

- Interactive presentations and expert-led discussions.
- Hands-on workshops to design and evaluate HR KPIs.
- Case studies and real-world examples for practical understanding.
- Group activities and collaborative problem-solving.
- Tools and templates for participants to implement in their organizations.

Organizational Impact

By participating in this program, organizations can:

1. Develop a robust framework for measuring HR effectiveness and efficiency.
2. Enhance decision-making with data-driven insights on HR performance.
3. Align HR initiatives with strategic business objectives.
4. Improve employee engagement, retention, and productivity.
5. Foster a culture of accountability and continuous improvement within HR teams.

Target Audience

This program is designed for:

- HR Managers and Executives.
- Talent Acquisition Specialists.
- Organizational Development Professionals.
- Workforce Planning Analysts.
- Anyone involved in HR analytics or performance measurement.

Course Outline

Day 1: Introduction to HR KPIs

- Understanding the role of KPIs in HR performance measurement.
- Characteristics of effective HR KPIs.
- Aligning HR KPIs with organizational strategy.
- Key categories of HR metrics (recruitment, retention, engagement, etc.).
- Case studies: Successful KPI implementation in organizations.

Day 2: Designing Effective HR KPIs

- Identifying critical HR activities and processes to measure.

- Creating SMART KPIs: Specific, Measurable, Achievable, Relevant, Time-bound.
- Balancing qualitative and quantitative measures.
- Hands-on workshop: Developing KPIs for recruitment and employee performance.
- Common pitfalls in KPI design and how to avoid them.

Day 3: Collecting and Analyzing HR Data

- Methods for collecting accurate and relevant HR data.
- Tools and technologies for HR analytics.
- Techniques for analyzing and visualizing HR metrics.
- Using dashboards for KPI tracking and reporting.
- Group activity: Creating a sample HR KPI dashboard.

Day 4: Leveraging KPIs for Decision-Making

- Interpreting KPI results for actionable insights.
- Using KPIs to identify HR challenges and opportunities.
- Driving employee engagement and productivity through KPI results.
- Benchmarking HR KPIs against industry standards.
- Case study: Turning HR data into strategic decisions.

Day 5: Continuous Improvement and Reporting

- Reviewing and refining HR KPIs for long-term relevance.
- Communicating KPI results to stakeholders.
- Building a culture of accountability and performance improvement.
- Developing an action plan for post-program implementation.
- Final group presentations: Designing a KPI framework for your organization.