

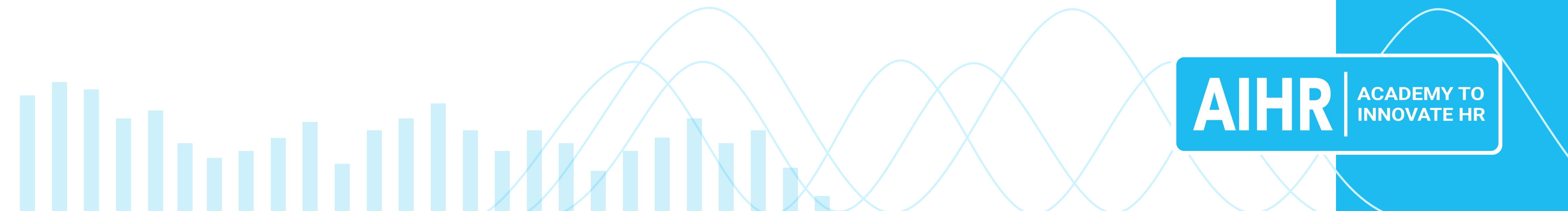


PROGRAM SYLLABUS

People Analytics

Online Certification Program

Last update: April 19, 2022













An overview

of what you can expect from this program

Become a People Analytics specialist

The future of HR is data-driven. But people analytics skills are already in demand *today*.


Combine your HR expertise with analytics capabilities to make a real strategic impact. The People Analytics Certificate program teaches you the skills needed to drive better, fact-based people decisions that ultimately benefit both the organization and its employees. As a People Analytics Specialist, you will have a comprehensive analytics skill set that will enable you to replace gut feeling with crystal clear analysis and help get HR a seat at the table.

	Type	Online self-paced learning
	Language	English (including subtitles)
	Duration	38 hours
	Access	12 months
	Structure	3 courses + capstone project / 18 modules
	Testing	Quizzes, assignments, capstone project
	Digital certificate upon completion (including LI token)	
	Eligible for HRCI, HRPA & SHRM credits	
	Reading materials & bonus content	
	60-day money back guarantee	

Learn in-demand skills

and take your career to the next level

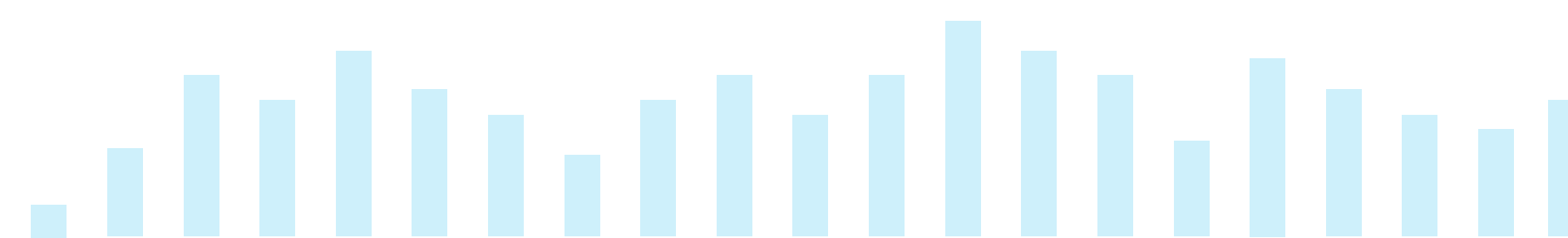
Learning objectives

-  **Basic statistics**
Interpret data-driven insights by mastering core statistical concepts and analyses, and learn how to perform them in R or SPSS.
-  **HR metrics**
Design and implement metrics that grant insight into the efficiency and impact of the workforce and the HR department itself.
-  **Self-service dashboards**
Import, clean, and analyze data to easily build self-service dashboards using Microsoft Excel and Power BI.
-  **Analytics implementation**
Develop a detailed plan for implementing data-driven HR practices and embedding a data-driven culture.

The perfect fit for

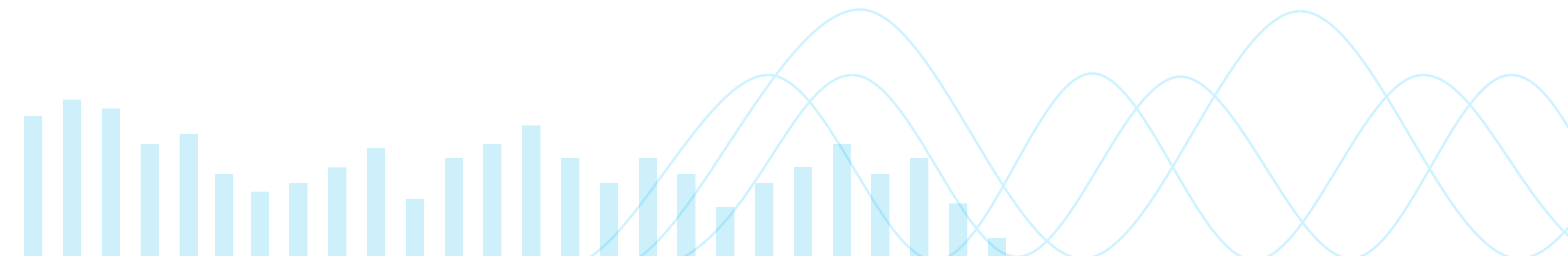
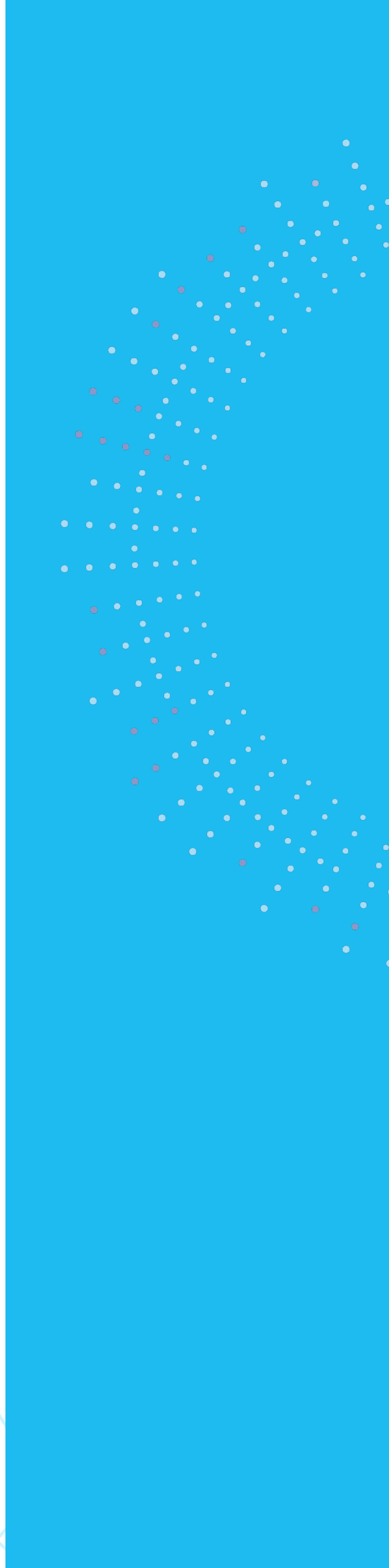
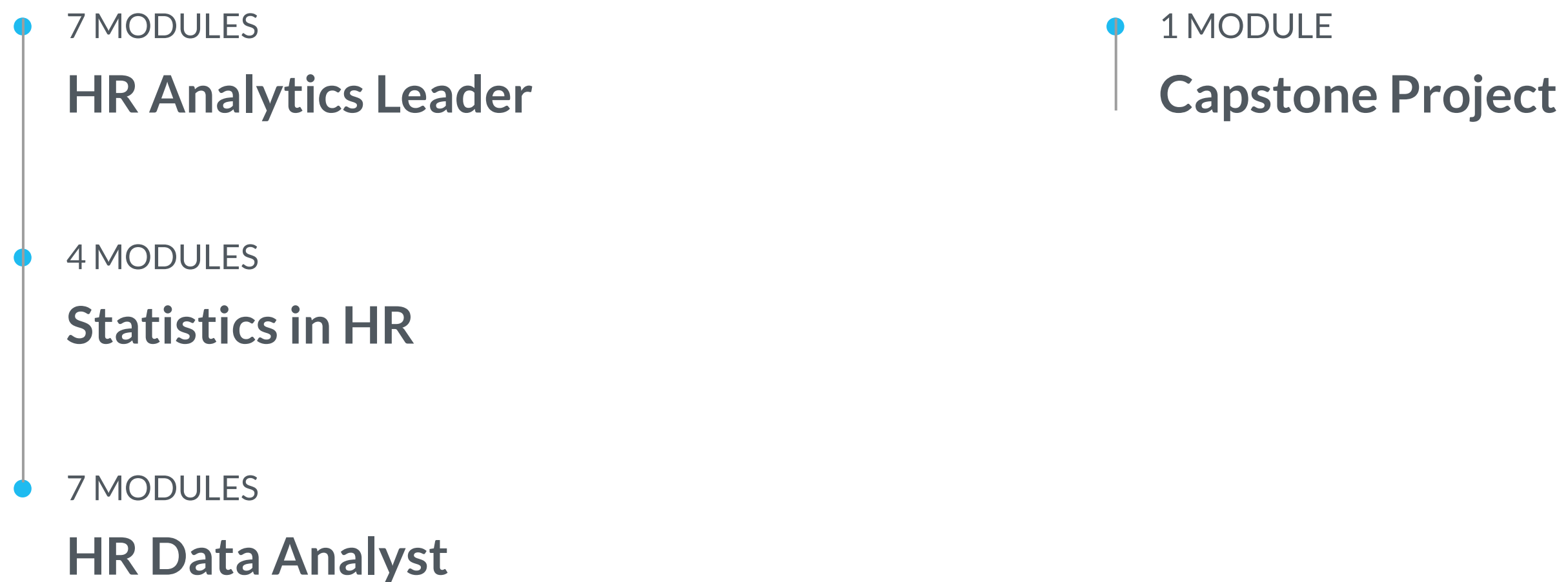
This course is for human resources professionals with analytics ambitions.

To finally get HR a seat at the table, you need to speak the language of the business: data. After completing this program, you will be able to use data to add value and generate powerful insights.



Curriculum structure

Practical. Comprehensive. Game changing.



A detailed look

at the curriculum and modules



7 MODULES

HR Analytics Leader

Learn how to set up an HR analytics function and lead the implementation of data-driven HR practices. You will also learn how to create business cases and manage stakeholders.

- Introduction to HR Analytics
- Setting up HR Analytics
- Building the Business Case
- HR Data
- HR Metrics
- Data Analysis
- Reporting Insights

4 MODULES

Statistics in HR

No experience crunching numbers? No problem. In this course you will learn how to quickly test practical hypotheses, when to apply a certain type of test, and how to interpret outcomes. You will be able to play a pivotal role in translating HR data into value-adding insights.

- Introduction to Statistics
- Methodology
- Basic Statistical Tests
- Advanced Statistical Tests

7 MODULES

HR Data Analyst

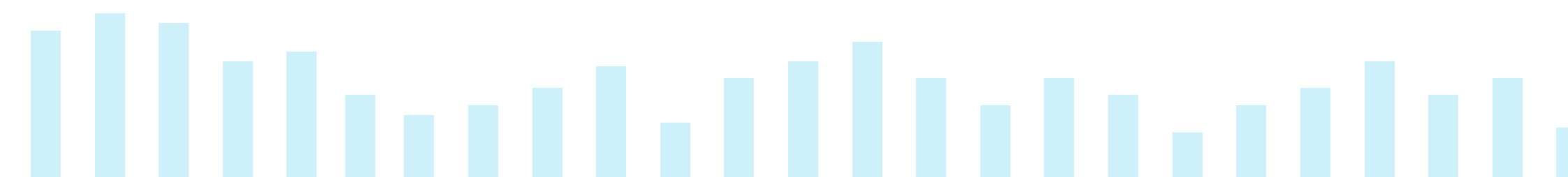
Learn how to unlock your HR data's full potential with practical data analysis skills. You will develop a comprehensive data analysis skill set, covering everything from data extraction and cleaning to building a custom HR dashboard. The tools used in this course are Microsoft Excel, Power BI, and Tableau.

- **Strategic Workforce Planning - Part I**
- **Strategic Workforce Planning - Part II**
- **Linking Human Resources to ROI**
- **Data Analysis in Excel**
- **Dashboarding in Excel**
- **Connecting HR Data using Power BI & Tableau**
- **Visualizing and Publishing HR Data Using Power BI & Tableau**

1 MODULES

Capstone Project

In the capstone project you will explore two approaches to data analysis: starting with the problem vs. starting with the data. You will use both methods to analyze data provided by AIHR, and write up two short reports.



Proven online learning for Human Resources Professionals



Real-world projects

Develop practical skills through working on real-world projects and studying dozens of inspiring case studies



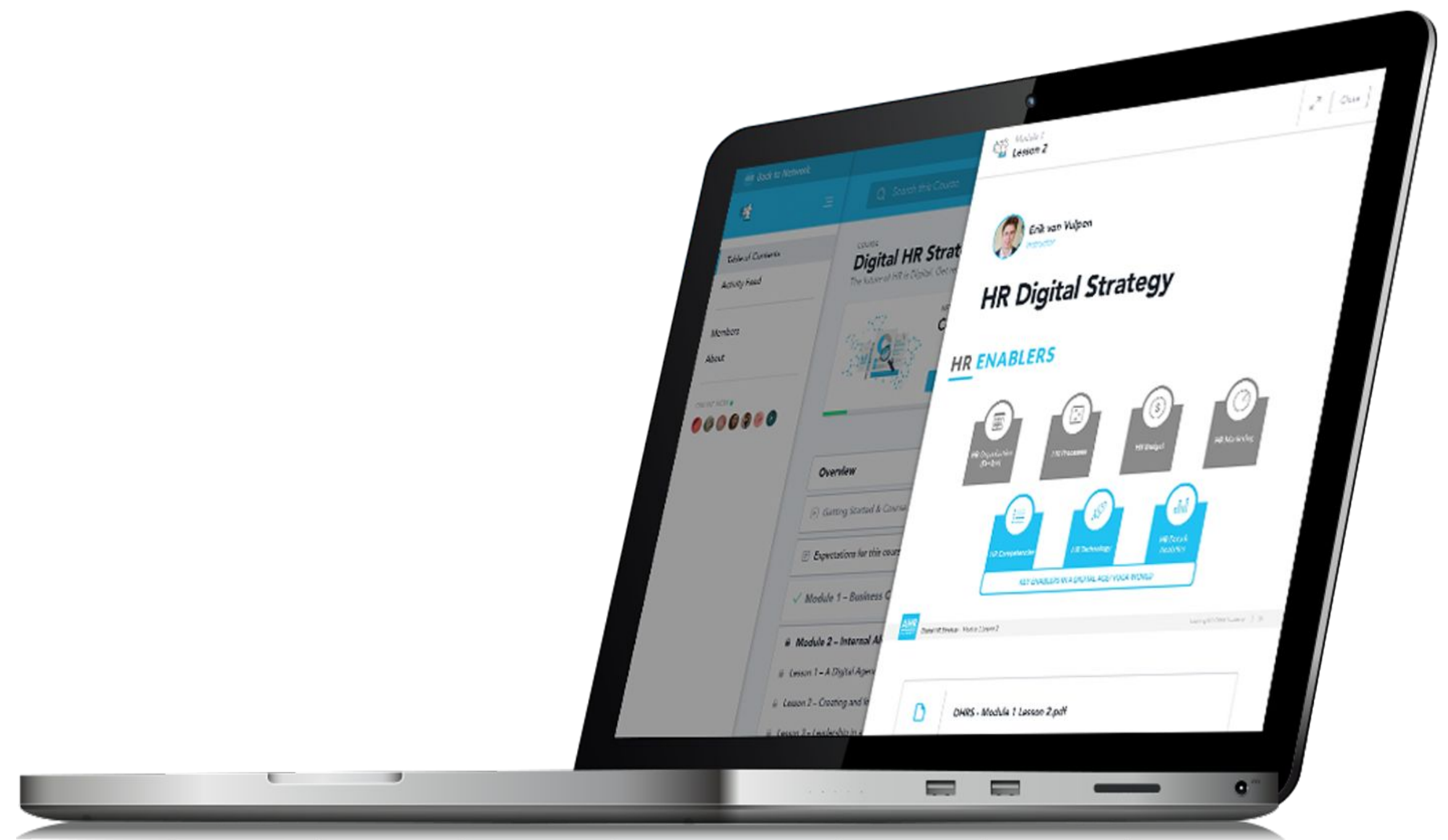
Self-paced online learning

Learn anywhere, anytime, and at your own pace with our fully online training programs. Including a smartphone app.



Practitioner community & coach

Collaborate with HR professionals from around the world or contact your personal coach if you need any assistance or input.



AIHR is an approved provider with the HR Certification Institute (HRCI®), a pre-approved provider with the Human Resources Professional Association (HRPA), and recognized by the Society for Human Resource Management (SHRM)



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- ✓ Fill out your (company) billing address and payment details
- ✓ Create your student account
- ✓ Happy learning!



Customers give us an average rating of 8.9 out of 10.

AIHR is the place to learn the skills you need to advance your career and remain relevant in the ever-changing digital human resources landscape. We offer the most comprehensive curriculum of HR courses and certifications available worldwide and are a proud supplier of over 175 Fortune Global 500 companies.



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