

WORKSHOP SERIES

HUMAN RESOURCES ANALYTICS

UNCOVER TOP CALIBER TALENT WITH DATA



**ENROLL
TODAY**

extension.ucsd.edu/hr-analytics

Using the power of data, HR professionals can take advantage of HR metrics and analytics when making important organizational decisions. Get an overview of HR analytics and participate in several hands-on demonstrations. You'll learn to conduct analyses using open-source software and critically examine and present insights to drive positive organizational changes.

Enroll by 3/2/20 receive \$50 off!
Use code: early50sp at checkout

THREE SATURDAYS:

4/18, 4/25, and 5/2

9:00AM– 12:30PM

\$525 REGISTRATION FEE

University City Center
6256 Greenwich Drive San
Diego, CA 92122

WHAT YOU'LL LEARN

- Develop a clear understanding of the theory and practice in human resource metrics and analytics
- HR metrics analytics and limitations
- Different types of metrics used in HR
- Understand analytical techniques available to interpret data
- Create a convincing story using HR metrics and analytics

To learn more, email HRPrograms@ucsd.edu
or call (858) 534-8148.

UC San Diego
EXTENSION

WORKSHOP SERIES

HUMAN RESOURCES ANALYTICS

UNCOVER TOP CALIBER TALENT WITH DATA



WORKSHOP AGENDA

April 18

9:00–10:00AM

- Workshop Overview and Introduction
- Why HR Metrics and Analytics?
- Human Judgment, Decisions and HR Metrics/Analytics

10:00–11:00AM

- Common HR Analytics Questions, Tools and Statistics

11:15AM–12:30PM

- Putting a Story Together
- Employee Turnover
- Calculating Employee Turnover Rates
- How Turnover Influences the Bottom Line (the Good vs. Bad Turnovers)
- In-class exercise: Working with Data and Describing Turnover Drivers and Trends

April 25

9:00–10:00AM

- HR Metrics and Well-being in the Workplace
- Special Considerations with Health-related Data

10:00–11:00AM

- Measuring Employee Attitudes
- Analytical Issues with Employee Surveys

11:15AM–12:30PM

- Financial Impacts of Employee Morale, Engagement and other Attitudes
- In-class Exercise: What Drives Employee Engagement and What are your Recommendations to ABC Corp. for Boosting Employee Engagement Initiative?

May 2

9:00–10:00AM

- The Economic Value of Employee Performance
- Measuring Performance: Central Tendency and Variability
- Assumptions of Performance Distributions and Why Most Assumptions are Flawed

10:00–11:00AM

- Calculating the Payoff of Enhanced Selection Procedures
- Risk and Uncertainty in Utility Analysis

11:15AM–12:30PM

- Communicating Information to Decision Makers
- In-class Exercise: Calculating Adverse Impact, Predicting Performance with Selection Data and How Many Interviews are Needed to Hire?

**ENROLL
TODAY**

extension.ucsd.edu/hr-analytics

UC San Diego
EXTENSION