Workshop on HR Analytics:
(*Concepts and Tools for Effective Decision Making*)
May 18 – 22, 2026, 1st Run: Lagos & Abuja
November 9 – 13, 2026, 2nd Run: Lagos & Port Harcourt
For Tutor -Led Class: 9am – 4:30pm
Workshop fee: **Lagos:** N350, 000,
Abuja / Port Harcourt: N400, 000 per Participant
Delivery Mode: In-person / Live Virtual / Hybrid
Online course fee: N300, 000 per Participant
Available for In-plant Training

700 U$D for foreign Participants

Program overview:
HR analytics is the application of math, statistics and modeling to worker-related data to see and predict patterns. HR analytics and talent analytics, is analysis used to make better decisions about all aspects of HR strategy with the goal of improving business performance.

For whom:
This program is designed for Human Resources professionals or those who are about to start a career in Human Resource. The program is also beneficial for experienced officers and managers in Human Resource who wish to update their knowledge and skills about the latest techniques in the various Human Resource functions.

Learning objectives:
At the end of this program, participants will be able to:
- define and explain modern HR analytics and its' impact on strategic HR decision making;
- leverage on HR data to make more insightful business decisions;
- apply basic forecasting tools;
- transform HR into a strategic function;
- optimize and synchronize the delivery of HR services;
- shift the attention of HR managers and practitioners from just 'running' or 'managing' their HR departments to that of predictive management' using the modern tools of talent/HR analytics;
- apply processes of modern Human Capital management to take HR to new levels of sophistication and integration; and
- get acquainted with best practice examples of organizations using talent/HR analytics.

Course outline:

Day One: Introduction to HR Analytics
- The Meaning and Power of Analytics,
- Big Data and HR
- The Purpose and Uses of HR Analytics
- Needed Skills and Common Pitfalls to Avoid – The Analytical Leader

Human Capital Associates Global Consult Ltd is Accredited by Nigeria Council for Management Development (NCMD)

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24/7 Lines: +234-8068933608 (WhatsApp), +234-8029170491 & +234-8145745664(WhatsApp) & +234-9112830607

- Trend and Regression Analysis

Day Two: Managing Tomorrow, Today
- The Language of Metrics and Analytics,
- The Evolution of Data Analysis
- Moving from Prescriptive to Predictive Analytics,
- Lagging and Leading Indicators
- What we know about Tomorrow,
- The Future of Talent/HR Analytics

Day Three: Human Capital Management Model for Managing Tomorrow, Today
- The Four Processes of Predictive Modern Human Capital
- Scanning the Market and Managing the Risk,
- Turning Data into Business Intelligence,
- Avoiding Common Metrics Mistakes,
- The Levels of Metrics
- Applying Metrics and Analytics to Make a Difference

Day Four: Big Data Applications in HR
- Using Predictive Analysis to Attack Long-Term Turnover and Productivity Problems
- Using Predictive Analysis to Improve Staffing and Retention
- Exploring Data that Indicates;
  How Leading Companies Retain Core Talent in Critical Functions
- Exploring the Impact of Education Level of Employees in Core Functions on a Business' Market Performance

Day Five: Examples of Areas Organizations are Using HR Analytics
- Employee Engagement,
- Employee Absenteeism
- Retention,
- Incentives,
- Leadership

LOCATIONS
1 - HCA Learning Centre. Acme House 2nd Floor, 23, Acme Road, Ogba, Industrial Scheme, Ikeja, Lagos, Nigeria

2 – FAB By Toprank Hotel, Opposite Old Federal Secretariat Area 1, Garki, Abuja.

3 – Pakiri hotel Ltd., 4 Okwuruola Street, off Stadium Road, Rumuola, Port Harcourt, Rivers State.

In-plant Fee Negotiable

WORKSHOP FEE:
Workshop fee: **Lagos: N350, 000 per Participant, VAT-N26,250**
Abuja / Port Harcourt: N400, 000 per Participant, VAT-N30,000
Note: this covers Workshop Fee, Tea/coffee break, Lunch, course materials and certificate of attendance.
Payment should be made into our Accounts:
Account Name: Human Capital Associates Global Consult Ltd.
Union Bank of Nig. PLC: Account No: 0097961537
First Bank of Nig. PLC: Account No: 2033683960
Keystone Bank Ltd.: Account No: 1007150325

For Booking / Enquiry, Call: 234-8051365946, 234-7087578814
24/7 Lines: 234-8068933608, 234-8029170491, 234-8145745664, &
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Training Methodology
Lectures, discussions, exercises, and case studies will be used to reinforce these teaching/learning methods.

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