Audit & Governance · AG452

People Analytics: HR Data Analysis with Power BI

Duration	Category	Ref
1 Week	**Audit & Governance**	**AG452**
Language	Certificate	
English	**Certificate of attendance**	

Introduction

People Analytics has become an essential capability for modern Human Resources, enabling organizations to make informed decisions based on workforce data rather than intuition. By combining HR analytics with Microsoft Power BI, HR professionals can transform employee data into meaningful insights, monitor workforce performance, identify trends, and support strategic business objectives. This five-day course provides participants with practical skills to collect, analyze, visualize, and interpret HR data using Power BI, empowering them to create interactive dashboards and deliver data-driven recommendations that enhance organizational performance.

Course Objectives

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

- Understand the principles of People Analytics and its role in modern HR.
- Identify key workforce metrics and HR Key Performance Indicators (KPIs).
- Collect, prepare, and organize HR data for analysis.
- Utilize Microsoft Power BI to create professional HR dashboards and reports.
- Apply data visualization techniques to communicate workforce insights effectively.
- Analyze recruitment, retention, employee performance, diversity, and engagement data.
- Use HR analytics to support workforce planning and strategic decision-making.
- Share and maintain interactive HR reports securely within the organization.

Target Audience

This course is designed for:

- HR Directors and HR Managers
- HR Business Partners
- HR Analysts and People Analytics Professionals
- Talent Acquisition Specialists
- Learning & Development Professionals
- Compensation and Benefits Specialists
- Workforce Planning Professionals

- Organizational Development Specialists
- Business Intelligence and Data Analysts supporting HR
- Professionals responsible for HR reporting and workforce analytics

Course Outline

Day 1

Introduction to People Analytics

- Understanding People Analytics and HR Analytics
- Data-driven HR decision-making
- HR metrics, KPIs, and workforce indicators
- Introduction to Microsoft Power BI
- Connecting Power BI to HR data sources
- Exploring HR datasets and reporting requirements

Day 2

HR Data Preparation and Modeling

- Importing HR data into Power BI
- Cleaning and transforming data using Power Query
- Building HR data models
- Creating relationships between HR tables
- Introduction to DAX calculations
- Developing HR measures and calculated fields

Day 3

Workforce Analytics and Dashboard Development

- Designing effective HR dashboards
- Workforce demographics and organizational structure analysis
- Recruitment and talent acquisition analytics
- Employee turnover and retention analysis
- Attendance and absenteeism reporting
- Interactive filters, slicers, and drill-through reports

Day 4

Advanced People Analytics

- Employee performance analytics
- Learning and development effectiveness measurement
- Compensation and benefits analysis
- Diversity, Equity, and Inclusion (DEI) analytics
- Predictive workforce planning
- Advanced DAX functions for HR reporting
- Executive HR dashboard development

Day 5

Strategic HR Reporting with Power BI

- Creating executive-level People Analytics reports

- HR storytelling through data visualization
- Publishing and sharing reports using Power BI Service
- Automating HR reporting processes
- Dashboard optimization and best practices
- Capstone project: Building a comprehensive People Analytics dashboard
- Project presentations, review, and feedback

Ask us for a date for this course

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