HR Management · HR290

HR Key Performance Indicators: Measuring What Matters

Madrid · 14 - 18 Dec 2026

Date	Venue	Duration
14 - 18 Dec 2026	**Madrid**	**1 Week**
Fee	Ref	Language
£5,000 GBP	**HR290**	**English**

Introduction

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

Objectives

By the end of this programme, 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. Analyse HR data to derive actionable insights and improve workforce performance.
4. Benchmark organisational 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 organisations.

Organisational Impact

By participating in this programme, organisations 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 programme is designed for:

- HR Managers and Executives.
- Talent Acquisition Specialists.
- Organisational 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 organisational strategy.
- Key categories of HR metrics (recruitment, retention, engagement, etc.).
- Case studies: Successful KPI implementation in organisations.

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 Analysing HR Data

- Methods for collecting accurate and relevant HR data.
- Tools and technologies for HR analytics.
- Techniques for analysing and visualising 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-programme implementation.
- Final group presentations: Designing a KPI framework for your organisation.

Register or ask about this course online

https://www.hplustraining.com/cities/madrid/hr-key-performance-indicators-measuring-what-matters-62416

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