



HUMAN RESOURCES TRAINING

HR Analytics and Workforce Metrics

3 day course

Classroom, online or in-house

Course overview

Human resources is asked for evidence in a language the rest of the executive already speaks, and headcount and turnover percentages do not answer the questions being put. This course builds the analysis that does. Delegates work through the workforce data available and its quality problems, the measures that matter across resourcing, retention, cost, capability and productivity, and segmentation that reveals what an organisation wide average hides. Turnover analysis is treated properly, including cost of replacement and the difference between regretted and unregretted leaving. Predictive approaches and their limits are covered. The course closes on presenting findings to an executive and on the ethical limits of monitoring employees.

What you will learn

- Assess workforce data sources and their quality problems
- Select measures across resourcing, retention, cost, capability and productivity
- Segment analysis to reveal what an organisational average hides
- Analyse turnover including replacement cost and regretted leaving
- Apply predictive approaches and state their limits
- Present findings to an executive audience persuasively
- Respect the ethical and legal limits of employee monitoring

Who should attend

- Human resources business partners and managers
- HR information systems and reporting staff
- Reward and resourcing specialists
- Finance staff analysing people cost
- Executives commissioning workforce analysis

Course outline

- 01 Answering in the language the executive speaks
- 02 Workforce data sources and quality
- 03 Measures that matter
- 04 Segmentation and hidden variation
- 05 Turnover analysis and replacement cost
- 06 Regretted against unregretted leaving
- 07 Predictive approaches and their limits
- 08 Executive reporting and ethical limits

Upcoming dates

Dates	Venue	Format	Fee per delegate
28 to 30 October 2026	Pretoria, South Africa	Classroom	R14,950
13 to 15 January 2027	Johannesburg, South Africa	Classroom	R14,950
18 to 20 January 2027	Kampala, Uganda	Classroom	USD 995
1 to 3 February 2027	Online	Online	R6,500



Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriscience.co.za, or WhatsApp us on **+27 63 479 1136**.

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