HR Metrics & Dashboarding

Online Certification Program

Last update: October 16, 2024

An overview
of what you can expect from this program

Become an HR reporting specialist

HR decisions are too important to rely on gut feeling.

In the HR Metrics & Dashboarding Certificate Program, you will learn powerful reporting skills that enable you to help business leaders drive strategic HR decisions with compelling and visually appealing data-stories.

In this online training course, you will develop a comprehensive skill set that covers the entire HR reporting process. From implementing essential HR metrics to automating reporting in compelling and intuitive HR dashboards, you will be fully equipped to turn HR data into game-changing insights.

	Type	Online self-paced learning
	Language	English (including subtitles)
	Duration	35 hours
	Access	12 months
	Structure	4 courses + capstone project / 17 modules
	Testing	Quizzes, assignments, capstone project
	Digital certificate upon completion (including LI token)	
	Eligible for HRCI, HRPA & SHRM credits	
	Reading materials & bonus content	
	60-day money back guarantee	

Learn in-demand skills

and take your career to the next level

Learning objectives

HR metrics

Learn to create and implement HR metrics that are perfectly aligned with your organization's strategy.

Data visualization

Learn to communicate data effectively by creating compelling reports and using storytelling techniques.

Interactive dashboards

Develop the skills to analyze HR data in Excel and build intuitive dashboards using Power BI or Tableau.

Strategic workforce planning

Apply the basics of strategic workforce planning (SWP) and build reports on succession and scenario planning.

The perfect fit for

This course is for HR professionals who want to get more out of their HR data. You will get practical experience by working on real data sets with popular analytics tools, and learn how to build self-service dashboards and reports that turn data into visually intuitive insights.

Curriculum structure

Practical. Comprehensive. Game changing.

6 MODULES

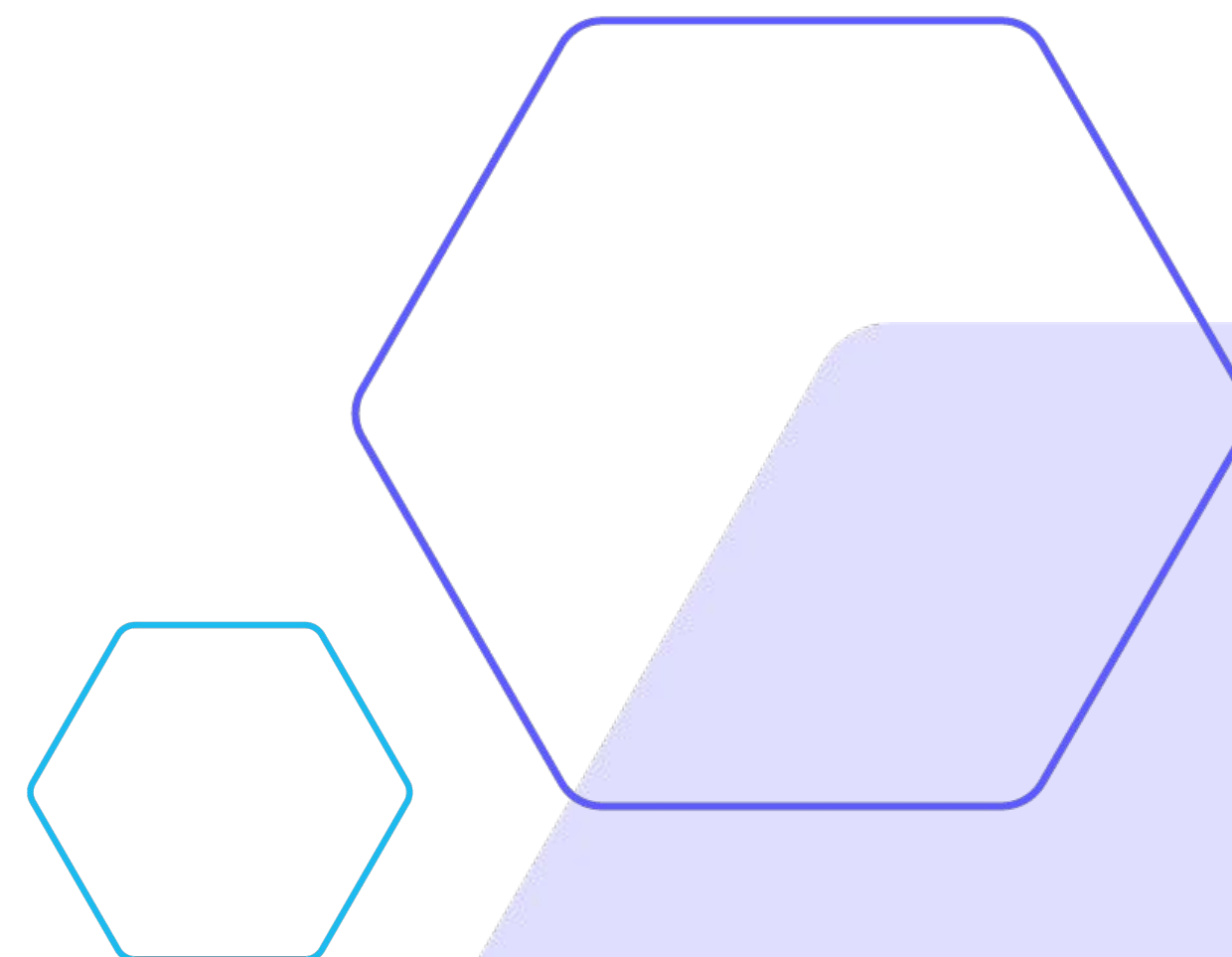**Strategic HR Metrics**

7 MODULES

HR Data Analyst

1 MODULE

Data Integrity

3 MODULES

Data Visualization

1 MODULE

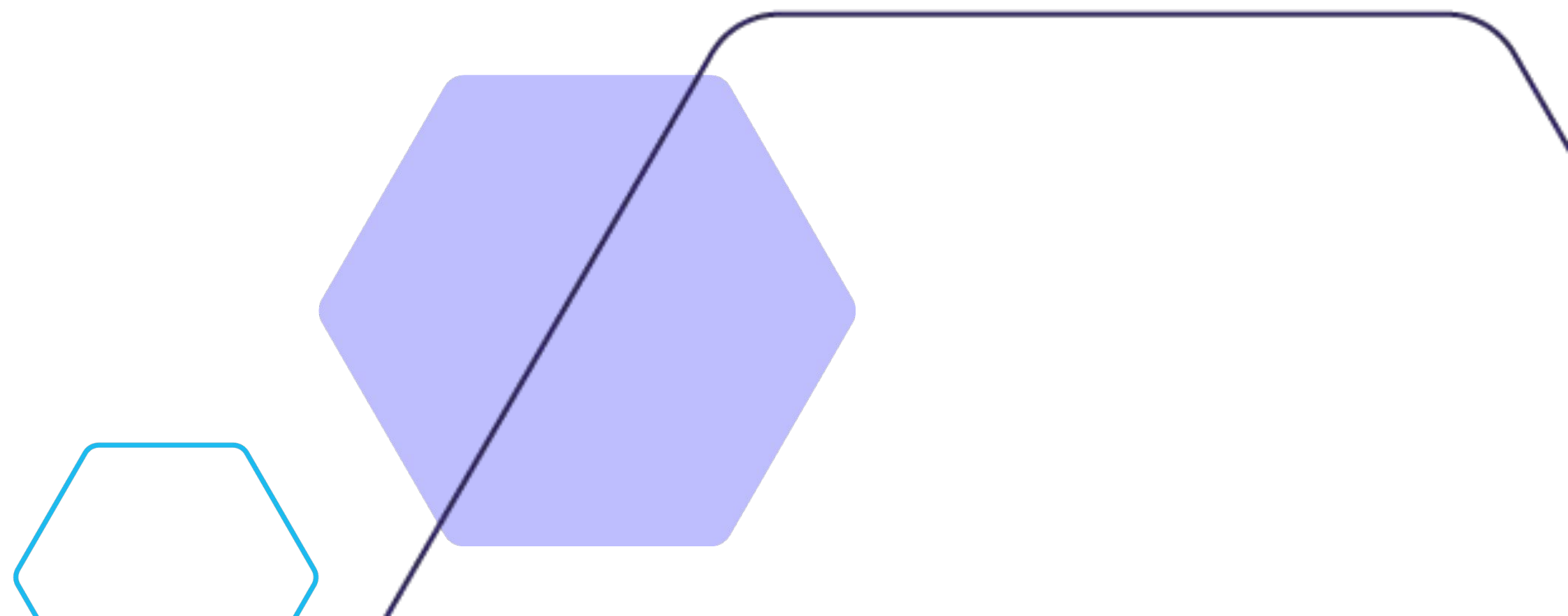**Capstone Project**

A detailed look

at the curriculum and modules

4 MODULES

Strategic HR Metrics

Data-driven HR is only effective when you are able to identify and use the right metrics. The Strategic HR Metrics modules teach you how to define and implement relevant metrics, apply the HR value chain, and make HR's contribution to the organization tangible. The practical nature of the course means that you'll be able to apply your new skills and make a real impact.

- **The HR Value Chain**

- **Making Business Impact**

- **Creating Powerful HR KPIs**

- **The Implementation of HR Metrics**

- **The Workforce Scorecard**

- **HR Metrics and HR Analytics**

HR Data Analyst

Unlock the full potential of your HR data. This entry-level course will teach you how to extract, clean, and analyze HR data, even if you have no prior analytics experience. You will also learn how to build a custom HR dashboard using programs such as Microsoft Excel, Power BI and Tableau.

- **Strategic Workforce Planning - Part I**
- **Strategic Workforce Planning - Part II**
- **Linking Human Resources to ROI**
- **Data Analysis in Excel**
- **Dashboarding in Excel**
- **Connecting HR Data Using Power BI & Tableau**
- **Visualizing and Publishing HR Data Using Power BI & Tableau**

Data Integrity

Garbage in means garbage out. Safeguard the quality of data within your organization using practical techniques and strategies to ensure your dashboards add real value. Learn how to assess data integrity and implement the necessary changes to improve it, while being mindful of the privacy compliance aspects of working with people data.

- **Data Integrity**
  - Introduction to Global Data Integrity
  - Measuring Data Integrity
  - Configuring High Quality Data - Part I
  - Configuring High Quality Data - Part II
  - Assessing End Data Needs

3 MODULES

Data Visualization

Make your data tell a compelling story. In this course you will learn how to design a dashboard that is both beautiful and effective. Explore various chart types, master visual encoding and hone your storytelling skills so that can create an HR dashboard that grants powerful insights at a glance.

- **Importance of Data Visualization**
- **Finding Stories in the Data**
- **Storytelling With Data**

1 MODULE

Capstone Project

It's time to put your new skills to work. You will build a custom HR dashboard or report from scratch using a dataset provided by AIHR, with the aim to create impactful visualizations that tell a compelling story.

Proven online learning
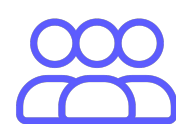## for Human Resources Professionals

🌐 Real-world projects

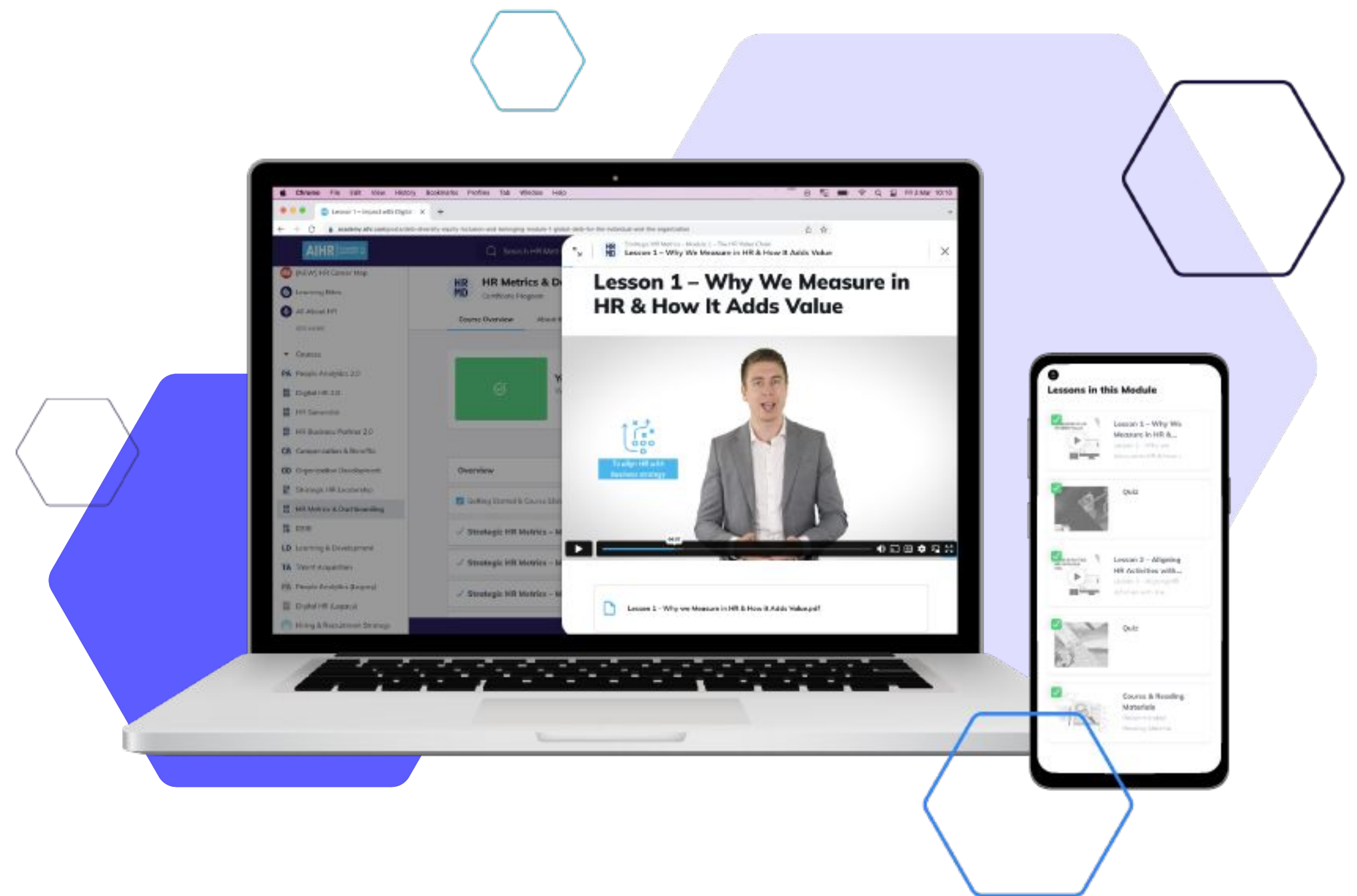Develop practical skills through working on real-world projects and studying dozens of inspiring case studies

💻 Self-paced online learning

Learn anywhere, anytime, and at your own pace with our fully online training programs. Including a smartphone app.
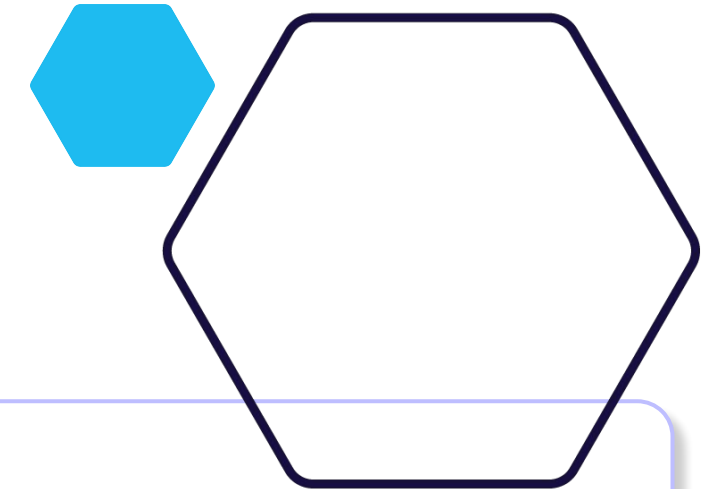
👥 Practitioner community & coach

Collaborate with HR professionals from around the world or contact your personal coach if you need any assistance or input.

AIHR is an approved provider with the HR Certification Institute (HRCI®), a pre-approved provider with the Human Resources Professional Association (HRPA), and recognized by the Society for Human Resource Management (SHRM)

Get a sneak peek

of lessons and course materials

FIVE DATA VISUALIZATION SINS

1. Truncated Y-Axis
2. Using 3D for 2D Data
3. Incorrect Shape Sizing
4. Dual Y-Axis
5. Not Showing Things in Context

Assignment: Creating an HR Strategy

RACI CHART
Guidebook

Engaging video lessons

Learn at your own pace with bite-sized, pre-recorded lessons by leading HR experts.
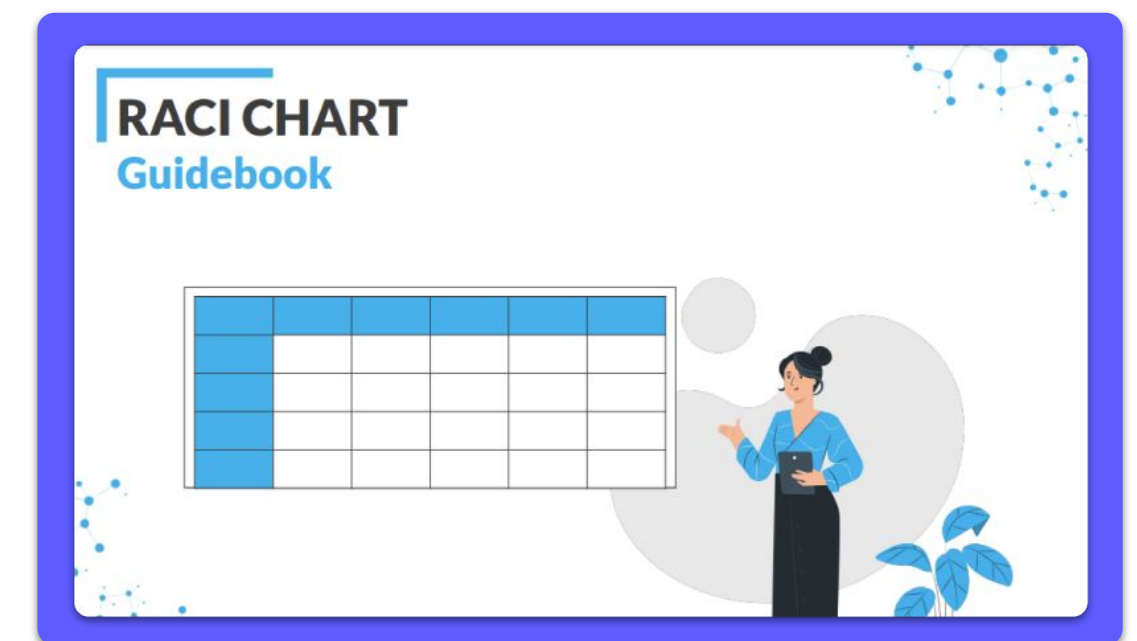
Watch preview lessons

Hands-on assignments

Turn your new knowledge into practical skills with a range of practical activities.

Do the assignment

Downloadable templates

Save time and effort with a library of grab-and-go templates, guides, checklists, and more.

Tour the library

Grow your skill set
Enroll today

☑ Go to **www.AIHR.com**

☑ Select your program and click the Enroll button

☑ Fill out your (company) billing address and payment details

☑ Create your student account

☑ Happy learning!

Certificate of Completion

John
Doe

Meets the requirements to have the designation

Certified HR Metrics & Dashboarding
Specialist

Erik van Vulpen
Dean of the Academy to Innovate HR

Date issued: August 23, 2024
ID: AIHR-15z9ravyri

AIHR | ACADEMY TO INNOVATE HR

★★★★⯨

Customers give us an average rating of 8.9 out of 10.

AIHR is the place to learn the skills you need to advance your career and remain relevant in the ever-changing digital human resources landscape. We offer the most comprehensive curriculum of HR courses and certifications available worldwide and are a proud supplier of over 175 Fortune Global 500 companies.

NIKE   HEINEKEN   PHILIPS   McKinsey &Company   TARGET   TATA

UBS   M   Bank of America Merrill Lynch   BCG   BOSCH   UNDER ARMOUR

AIHR | ACADEMY TO INNOVATE HR