



SYLLABUS

# Strategic HR Metrics

## Online Training Course

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**AIHR** | ACADEMY TO  
INNOVATE HR











# An overview

## of what you can expect from this course

### Make an impact with HR metrics

Data-driven HR can only be effective if it's based on the right human resources metrics. HR metrics help determine the efficiency and impact of the workforce and the HR department itself.

In this online course, you will gain the expertise to develop, implement, and align your human resources metrics with the overarching organizational goals. Thanks to the course's practical approach, you will be able to immediately apply your new skills and strengthen HR's strategic position in your organization.

	<b>Type</b>	Online self-paced learning
	<b>Language</b>	English (with English & Spanish captions)
	<b>Duration</b>	17 hours
	<b>Access</b>	12 months
	<b>Structure</b>	6 modules
	<b>Testing</b>	Quizzes and assignments
	Digital certificate upon completion (including LI token)	
	Eligible for HRCI, HRPA & SHRM	
	Reading materials & bonus content	
	60-day money back guarantee	

# Curriculum overview

Practical. Comprehensive. Game changing.

## Learning objectives



### Strategic business alignment

Develop strategic HR metrics that are aligned with your organization's strategy and goals.



### Creating HR metrics

Understand the different types of metrics that are out there and their respective application and impact.



### HR metrics implementation

Learn how to successfully implement HR metrics within your organization.



### HR scorecard & benchmarking

Create an human resources and workforce scorecard to benchmark your HR metrics.



MODULE 1

### The HR Value Chain



MODULE 2

### Making Business Impact



MODULE 3

### Creating Powerful HR KPIs



MODULE 4

### The Implementation of HR Metrics



MODULE 5

### The Workforce Scorecard



MODULE 6

### HR Metrics and HR Analytics



## MODULE 1

# The HR Value Chain

In the first module of this course, you will explore how to use the HR value chain to align HRM activities with the business strategy, create focus, monitor progress, and improve performance in your team. You will also learn how you can apply the HR value chain in your organization.

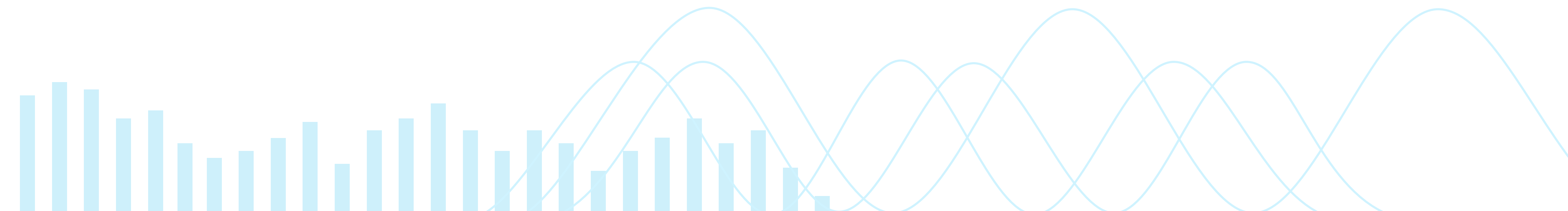
- **Lessons**
  - Why We Measure in HR & How It Adds Value
  - Aligning HR With Line Manager Priorities
- **Course & Reading Materials**
- **Quiz**

## MODULE 2

# Making Business Impact

In this module, you will learn how to link HR strategy to your organization's strategy, how to define HR strategic assets, and how HR can contribute to the success of your organization. By the end of this module, you will gain the expertise to ensure that your HRM activities can impact your business' bottom line.

- **Lessons**
  - Linking HR With the Organizational Strategy
  - Making HR's Contribution to the Business Tangible
  - The HR Value Chain
- **Assignments**
- **Course & Reading Materials**
- **Quiz**



## MODULE 3

# Creating Powerful HR KPIs

This module will take you step-by-step through the process of creating highly effective HR KPIs, as well as how to construct HR metrics that work for your organization. Additionally, you will learn how to create an HR scorecard to measure, manage, and improve the strategic role of the HR department.

- **Lessons**
  - A Process for Creating KPIs
  - How to Define HR Metrics & KPIs
  - The HR Scorecard and Related Metrics
  - Case Study: KPIs at Philips
- **Assignment**
- **Course & Reading Materials**
- **Quiz**

## MODULE 4

# The Implementation of HR Metrics

It's time to start making the business case for using HR metrics. After explaining why the business case is an essential step, we will cover how to go about building support for the implementation of HR metrics, and walk you through the implementation process itself.

- **Lessons**
  - Building the Business Case for HR Metrics
  - Implementation: Building Support
  - Implementing HR Metrics
  - Case Study
- **Course & Reading Materials**
- **Quiz**



## MODULE 5

# The Workforce Scorecard

In this module you will learn how to measure HR effectiveness and relate the HR value chain to broader organizational strategy. You will also learn how to position yourself as a trusted business partner through supporting organizational decision-making with the correct metrics.

- **Lessons**
  - The Workforce Scorecard and Related HR Metrics
  - Aligning Metrics to Support Organizational Decision-Making
  - Benchmarking HR Metrics
- **Course & Reading Materials**
- **Quiz**

## MODULE 6

# HR Metrics and HR Analytics

After defining the metrics that we need, it's time to transition from scorecards to HR dashboards. In this module we will take a closer look at impact metrics, and explain how to optimize your dashboard design. You will also learn how metrics can be used to create a competitive advantage for your organization. This module includes a case study explaining how HR can affect profit, and methods to measure culture.

- **Lessons**
  - Impact Metrics & Dashboards
  - Case Study: Organizational Capability Metrics
  - From Organizational Capability to Business Impact
- **Course & Reading Materials**
- **Quiz**
- **Wrap up**

# 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



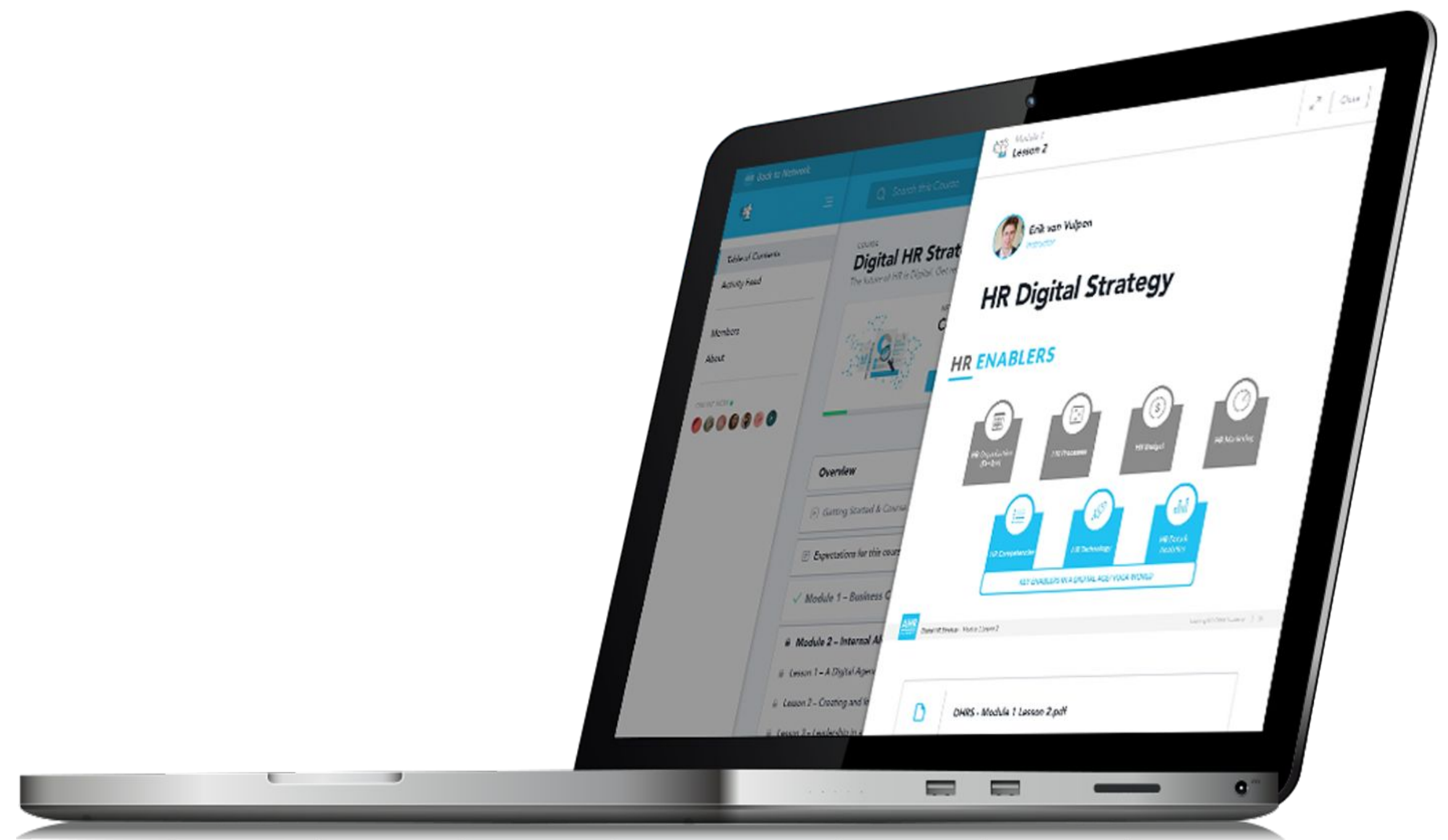
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