Course : People Analytics & AI: Driving HR Performance Through Data

Anticipate people-related challenges and improve the quality of HR decisions

Practical course - 2d - 14h00 - Ref. AAX

Price : 1620 CHF E.T.

NEW

Today, HR departments have access to an ever-increasing amount of data from HRIS systems, as well as recruitment, training, and employee engagement tools. Combined with the capabilities of artificial intelligence, this data enables a better understanding of social dynamics, helps anticipate certain risks, and guides HR decisions based on objective information. This training course teaches the fundamentals of People Analytics, helps participants identify high-value use cases, and enables them to implement a pragmatic, responsible approach that complies with regulatory requirements.

Teaching objectives

At the end of the training, the participant will be able to:

- Identify the relevant data and metrics needed to implement a People Analytics approach
- Analyze the main use cases of artificial intelligence in human resources
- Structuring a People Analytics Project by Aligning Business Objectives, Data, and Performance Metrics
- Interpret the results generated by analyses or predictive models to inform HR decisions
- Developing an HR dashboard focused on performance management while incorporating ethical and regulatory requirements

Intended audience

HR Directors, HR Managers, HR Development Managers, HRIS Managers, Recruitment Managers, Training Managers, HR Management Controllers, HR Project Managers, HR Consultants, and anyone interested in developing a data-driven approach to human resources.

PARTICIPANTS

HR Directors, HR Managers, HR Development Managers, HRIS Managers, Recruitment Managers, Training Managers, HR Management Controllers, HR Project Managers, HR Consultants, and anyone interested in developing a data-driven approach to human resources.

PREREQUISITES

None

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.
Participants also complete a placement test before and after the course to measure the skills they've developed.

Prerequisites

None

Practical details

A mix of methodological concepts, demonstrations, and feedback. Case studies and examples drawn from real HR projects. Collaborative workshops, individual assignments, pair exercises, and professional role-playing scenarios. Presentation of the main People Analytics, business intelligence, and AI solutions applied to HR. Use of educational datasets for hands-on exercises.

Course schedule

1 Understanding the Fundamentals of People Analytics and HR AI

- Defining People Analytics and Its Role in HR Strategy
- Identify the main categories of HR data and their uses
- Map internal and external data sources that can be utilized
- Distinguishing Between Reporting, Descriptive, Predictive, and Prescriptive Analysis
- Identify the main use cases for artificial intelligence in HR

Hands-on work

Group analysis of real-world People Analytics case studies from the areas of recruitment, employee retention, and skills development. Working in small groups, participants identify business objectives, the data used, and the expected benefits. Individually, participants map out the HR data available in their professional environment or in a case study provided by the trainer.

2 Prepare and manage data for reliable analyses

- Identify the data needed to measure HR performance
- Assess the quality, consistency, and reliability of the available data
- Organize the collection, storage, and analysis of HR data
- Implement data governance principles
- Implement the requirements of the GDPR and obligations related to the protection of personal data

Hands-on work

A case study conducted in pairs focusing on an HR data repository with data quality issues. Participants identify anomalies, assess their impact on analyses, and develop an improvement plan. A collaborative workshop to define roles and responsibilities in HR data governance.

TEACHING AIDS AND TECHNICAL RESOURCES

• The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
• At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
• A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

3 Identify high-impact AI use cases and define the scope of a People Analytics project

- Analyzing the Applications of AI in Recruitment and Talent Management
- Evaluate the applications related to predicting turnover, absenteeism, and engagement
- Define a business problem and translate it into measurable analytical objectives
- Select success metrics and estimate the value created by the project
- Organize collaboration between HR, business units, the IT department, and data experts

Hands-on work

Group work on several HR scenarios. Overarching case study: Each team selects a use case (reducing turnover, improving recruitment, developing skills, or employee engagement), identifies the necessary data, performance metrics, and expected benefits. Presentation of findings and cross-group discussions.

4 Leveraging Analytics and Managing AI-Related Risks

- Understanding the operating principles of analytical models used in HR
- Interpreting the results of predictive analytics to support decision-making
- Identifying algorithmic biases and their potential impact on HR decisions
- Implement practices that promote transparency and fairness in treatment
- Addressing the ethical and regulatory issues related to the use of AI

Hands-on work

"Fil Rouge" case study. Participants analyze the results, identify potential HR actions, and assess the model's limitations. Group workshop to identify biases in an AI-assisted recruitment process and define corrective measures.

5 Building a Decision-Driven People Analytics Dashboard

- Select key performance indicators tailored to HR management challenges
- Designing a dashboard for HR departments and managers
- Design visualizations that facilitate interpretation and support decision-making
- Leverage the features of business intelligence tools such as Power BI or Tableau
- Present findings and make data-driven recommendations

Hands-on work

A hands-on workshop on designing a People Analytics dashboard based on a provided dataset. Working in pairs, participants identify relevant metrics, create a dashboard prototype, and prepare a presentation of the key takeaways. Presentation to the group in the form of an HR steering committee meeting, including well-reasoned recommendations.

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Dates and locations

REMOTE CLASS
2026 : 30 Nov.

2027 : 15 Feb., 27 May, 6 Sep., 4 Nov.