

Certified HR Analytics

Global Certification Program

- ✓ Globally lifetime Valid Certification
- ✓ Access to exclusive resources, boot camps, and summits
- ✓ AI based Roleplay & Simulations
- ✓ Two Exam Attempts











An Overview

what you can expect from this program

Certified HR Analytics credential developed for human resource professionals with the skills and knowledge important to leverage data analytics in HR operations. This certification includes the workforce planning, predictive analytics, performance metrics, and data-driven decision-making to enhance HR strategies. Professional can learn to analyze trends, design actionable insights and align HR initiatives with businesses success.

Ideal for HR practitioners and data enthusiasts, this certification combines theoretical knowledge with practical applications. It equips professionals to interpret key HR metrics, optimize talent management, and improve organizational performance.

	Type	Online self-paced learning, Mocks
	Language	English (including subtitles)
	Access	12 months
	AI based Role play	Prepare yourself for career with AI based roleplay
	Digital certificate upon completion (2 Attempts)	
	Card Payment, Bank Transfer	
	Reading materials & Reference Templates	
	100% money back guarantee*	

GSDC Introduction

Welcome to the Global Skill Development Council (GSDC)!

As an independent, vendor-agnostic certification organization, we empower professionals worldwide.

Leading MNC organizations and global universities recognize our certifications. With a diverse portfolio of over 100+ programs, including L&D, HR, SRE, DevOps, Agile, Six Sigma, and Cyber Security, we've certified over 50,000 professionals.

Partnered with 50+ global training organizations, GSDC is your gateway to unlocking endless opportunities.

Join us today and let your skills soar to new heights!



Introduction

Certified HR Analytics

The GSDC HR Analytics Professional certification is a globally recognized credential that validates an individual's expertise in leveraging data and analytics within the human resources domain. Awarded by the Global Skill Development Council (GSDC), a leading independent certification body, this certification highlights proficiency in HR analytics concepts and practices.

The certification process includes passing a comprehensive exam covering critical topics such as workforce analytics, predictive HR metrics, employee performance analysis, and data-driven decision-making. The exam is designed to evaluate an individual's understanding of modern HR analytics tools, techniques, and trends.

Holders of the GSDC HR Analytics Professional certification are recognized as skilled professionals who can apply data analytics to solve HR challenges effectively. This certification is a valuable asset for advancing career prospects and contributing to organizational success through evidence-based HR strategies. This certification rigorously tests your HR analytics expertise and ability to apply data-driven insights to real-world HR scenarios.



Learning Objective

- ❑ Validate and acknowledge the expertise, abilities, and proficiency of HR professionals in data-driven decision-making and analytics.
- ❑ Provide HR professionals with a competitive edge in the job market by demonstrating their ability to leverage analytics for strategic decision-making.
- ❑ Equip HR professionals with advanced HR analytics skills and knowledge to effectively utilize data in addressing modern organizational challenges and opportunities.
- ❑ Foster a culture of data-driven excellence and highlight the significance and transformative impact of analytics in the HR domain.

OBJECTIVE OF HR ANALYTICS CERTIFICATION

Curriculum

1: Introduction to HR Analytics

- Definition and Scope of HR Analytics: The Shift to Data-Driven HR.
- Evolution of HR Analytics: From Operational Metrics to Advanced Analytics.
- Benefits and Applications Across HR Functions.
- Key Trends and Future Directions in HR Analytics.

2: Data Collection and Management in HR

- Understanding HR Data Sources: Employee Surveys, HRIS, Market Benchmarks.
- Data Preparation: Cleaning, Structuring, and Validating HR Data.
- Techniques for Managing Large-Scale HR Datasets.
- Data Privacy and Security in HR Analytics.
- Ethical Considerations in HR Data Management.

3: Workforce Planning and Optimization

- Workforce Analytics for Headcount and Resource Planning.
- Analyzing Workforce Gaps and Creating Talent Pipelines.
- Optimizing Talent Acquisition with Predictive Analytics.
- Forecasting Workforce Needs Based on Business Growth.

4: Talent Acquisition Analytics

- Recruitment Analytics: Understanding Hiring Metrics and Their Impact.
- AI for Talent Sourcing, Screening, and Matching.
- Predictive Analytics in Reducing Time-to-Hire and Enhancing Quality.
- Diversity Hiring Analytics for Inclusive Talent Strategies.

5: Employee Engagement and Performance Analytics

- Measuring and Analyzing Employee Engagement.
- AI in Sentiment and Feedback Analysis.
- Performance Analytics to Identify Trends and Improvement Areas.
- Mapping Career Progression with Performance Data.
- Predictive Models for Employee Retention.

6: Tools and Techniques in HR Analytics

Overview of HR Analytics Software: Tableau, Power BI, Python, R.**

Detailed Topics in Tableau:

- Introduction to Tableau.
- Tableau Download Desktop and Installation Process.
- Connecting Tableau with Different Databases.
- Understanding Measure Names and Values.
- Tableau vs. Excel: A Comparative Analysis.
- Live vs. Extract Connections in Tableau.
- Tableau Data Types and Data Viewing Options.
- Drill-Down and Hierarchies in Tableau.
- Sorting in Tableau: Column and Value-Based Sorting.
- Grouping in Tableau.
- Column Formatting in Tableau.
- Tableau Sets: Applications and Usage.
- Introduction to Maps in Tableau.
- Discrete vs. Continuous Fields in Tableau.
- Creating Tableau Funnel and Waterfall Charts.
- Line Charts, Bar Charts, Stacked Charts, and Pie Charts in Tableau.
- Using Parameters in Tableau for Enhanced Functionality.
- Adding Labels and Customizing Story Points in Tableau.
- Custom Territories and Geospatial Analysis in Tableau.
- Applying Format Filters in Tableau Visualizations.
- Using Custom Shapes and Sorting in Tableau.
- Tableau Pills: Blue vs. Green Explained.
- Exploring Marks in Tableau.
- Creating Dashboards in Tableau for HR Insights.

7 AI-Powered HR Transformation

- AI in Recruitment: Resume Parsing, Candidate Scoring, and Shortlisting.**
- Chatbots for Employee Support and Candidate Communication.
- AI for Workforce Planning and Succession Management.
- Automation of HR Tasks: Performance Reviews, Feedback Cycles.
- NLP for Employee Sentiment and Culture Analysis.

8 Advanced Workforce Analytics

- Real-Time Analytics for Remote Work Productivity.
- Analyzing Team Dynamics Using Social Network Analysis.
- Diversity, Equity, and Inclusion Metrics.
- Workforce Wellness and Burnout Analytics Using IoT and AI.

9 Innovations and Future Trends in HR Analytics

- Blockchain in HR for Data Integrity and Transparency.
- AI-Driven Predictive Models for Crisis Resilience.
- Gamification for Employee Development and Retention Analytics.
- Role of Augmented and Virtual Reality in Employee Training Analytics.
- The Impact of Generative AI on HR Decision-Making.

10 HR Analytics for Organizational Development

- Leadership Development Analytics Using Advanced Models.
- Succession Planning with Predictive Techniques.
- Measuring Organizational Culture Shifts Through Data.
- Enhancing Employee Learning Paths Using Skill Analytics.

11 Challenges and Ethical Issues in HR Analytics

- Mitigating Bias in AI and Predictive Models.
- Ensuring Compliance with Data Privacy Laws.
- Building Ethical Frameworks for AI Integration.
- Overcoming Resistance to Analytics in HR Departments.

12: Advanced and Emerging Applications in HR Analytics

- AI in Succession Planning and Leadership Analytics.
- Emotional Intelligence Measurement Using AI Tools.
- Crisis Management Analytics in HR (Post-Pandemic Workforce Planning).
- Integration of People Analytics with Financial Metrics.
- Advanced AI Tools for Real-Time Workforce Monitoring.
- Sentiment Analysis in Employer Branding.
- Skill Gap Analysis and Personalized Learning Recommendations.
- Predictive Analytics for Workforce Health and Safety.

13: Practical Application and Capstone Project

- Analyzing Real-World HR Challenges Using Analytics Tools.
- Case Studies on HR Analytics Success Stories.
- Developing Comprehensive HR Dashboards.
- Capstone Project: Design an AI-Integrated HR Analytics Plan for a Business Problem.

Unleash Unlimited Potential

All GSDC certifications come with a lifetime membership, offering you a world of benefits to fuel your professional growth.



Expert Created Learning Material

Learn from knowledge shared by Top Industry Experts with 15+ yrs of experience.



Access to Global Conferences

Be a part of GSDC thriving learning community around the world, sharing knowledge from across the world.



Speaker invites @ GSDC Webinar Series

Share your knowledge with world at GSDC global webinar series, share your expertise and learn from others.



Downloadable Resources

Get access to templates and reference documents which will help you to do your day to day tasks easier.



Certificate Upgrades

Get complimentary certificate upgrades to keep up with the latest updates in processes and frameworks.



Newsletters, blogs with industry insights

Get newsletters, announcements and articles curated by experts direct to your inbox.



AI Based Role Play

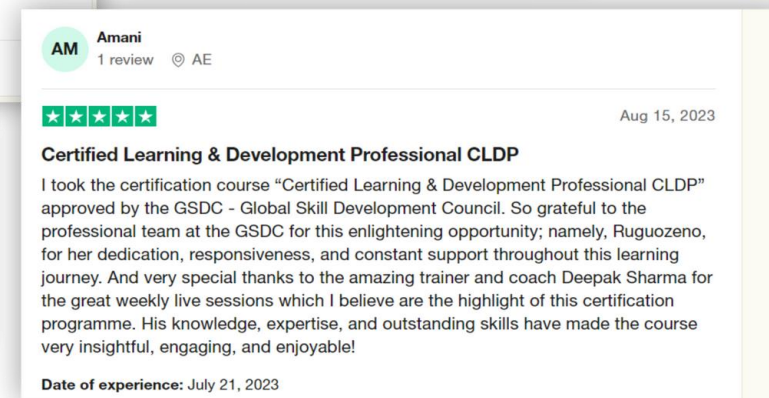
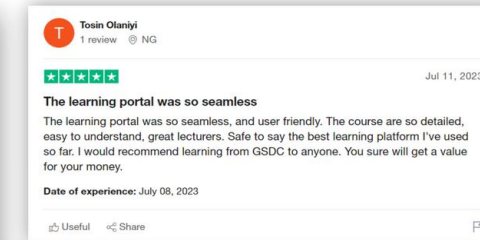
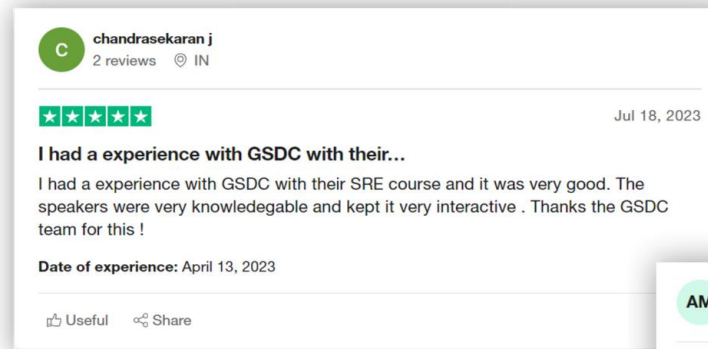
Learn to implement applicability of knowledge with real life simulation based games.

What You Get In this Certification Program?

- Engaging digital learning videos
- Exclusive access to Global thought leader sessions & case studies
- Downloadable and implementable resources to support practical application
- Two mock exams with unlimited attempts for comprehensive preparation
- Certification exam voucher with 1-year validity
- Two attempts for certification exam

What our Candidates Saying?

We greatly appreciate the feedback from our program participants on Trustpilot. With an impressive average rating of 4.7 out of 5, their reviews highlight the positive experiences and value they have gained from our program.



Expert-Led Generative AI: Learn, Connect, Grow



☐ **Interactive Learning Experience:**

Ask questions, discuss case studies, and receive implementation guidelines directly from expert, enhancing your understanding of complex AI topics



☐ **Lifelong Learning Journey:**

Enjoy lifetime access to these sessions, ensuring you stay updated with the latest trends and continuously grow your AI expertise



☐ **Career-Boosting Network:**

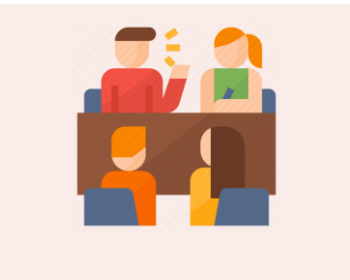
Connect with fellow professionals in the field, creating valuable relationships that can propel your career in the world of Generative AI

AI-Based Interview Practice Platform



- ☐ Engage With Real Time AI Interview Questions.
- ☐ Practice Questions Tailored with Your Expertise.
- ☐ Validate your Knowledge of subject Matter.

Capstone Project



- ☐ Apply Your Skills in Real World Scenario.
- ☐ Learn Methodologies Aligned to Your Expertise.
- ☐ Validate Skills and Knowledge Gained through the Certification.
- ☐ Showcase Expertise via a Capstone Project.

Enrollment-Options

Option-1

Certified HR Analytics with E-learning

**Fast-track your career by
learning a new
skill and earning a certificate**

- ✓ E-Learning from Industry Experts
- ✓ GSDC Membership
- ✓ Two Exam Attempts
- ✓ Lifetime Valid Certification
- ✓ Downloadable Resources-Book of Knowledge, Templates

ENROLL NOW

Option-2

Bundle

**Create your own bundle with
3 certification program**

- ✓ 3 Certification Program
- ✓ Two Exam Attempts
- ✓ Lifetime Valid Certification
- ✓ Learning Library Access
- ✓ Downloadable Resources-Book of Knowledge, Templates
- ✓ GSDC Membership

ENROLL NOW

Option-1 Certified HR Analytics

Certified HR Analytics

Fast-track your career by learning a new skill and earning a certificate

- ✓ E-Learning from Industry Experts
- ✓ 1 Certification Program
- ✓ Two Exam Attempts
- ✓ Lifetime Valid Certification
- ✓ Downloadable Resources



ENROLL NOW

Option-2

Make Your Own Certified HR Analytics Bundle

**Enrich your skills and advance your career with our exclusive bundle.
Get certified in the following:**

- Certified HR Analytics
- GSDC Certified Learning and Development Professional (CLDP)
- GSDC Certified HR Business Partner
- GSDC L&D Analytics & Metrics Professional Certification
- GSDC Certified Generative AI in L&D and HR
- Certified Performance & Competency Developer
- Certified Balanced Scorecard Professional

Expand your expertise, design impactful learning experiences, and master your skills.

BUY ANY

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CERTIFICATIONS

[Claim Bundle Here !!!](#)

Unlock Workforce Potential Through Skill Validation!

Enroll now with the code **UPSKILL10** To avail 10% discount.

Register Now



100% Money Back Guarantee!

At GSDC, quality is our top priority. Our certification programs are designed to foster professional growth and ensure learning satisfaction. If you do not pass the certification exam after two attempts, we offer a 100% money-back guarantee.

- No Questions Asked*
- 100% Amount Refund*
- No Processing Fees*

Thank You



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