📚 **6-Week Course Lesson Plan: HR Analytics**

This **6-week course** provides a comprehensive understanding of **HR analytics**, focusing on **data-driven decision-making, key HR metrics, statistical applications, and predictive analytics** to enhance HR functions.

📌 **Week 1: Introduction to Business Analytics**

- Understanding **business analytics** and its relevance in HR

- The role of **data in HR decision-making**

- Overview of **HR analytics tools and software**

- Types of analytics: **Descriptive, Diagnostic, Predictive & Prescriptive**

- Case studies on **HR analytics adoption in organizations**

📌 **Week 2: Key Metrics in the HR Function**

- Importance of **HR metrics in workforce planning**

- Essential HR metrics: **Turnover, Retention, Absenteeism, Employee Engagement**

- Performance and productivity measurement

- Diversity, equity, and inclusion (DEI) analytics

- **HR data collection techniques** and best practices

📌 **Week 3: KPIs and Dashboards**

- Understanding **Key Performance Indicators (KPIs) in HR**

- Designing **HR dashboards** for real-time decision-making

- Tools for **HR data visualization** (Excel, Power BI, Tableau)

- How to interpret and present HR analytics insights

- Case study: **Developing an HR performance dashboard**

📌 **Week 4: Statistics in HR**

- **Descriptive statistics**: Mean, median, mode, standard deviation

- Correlation vs. causation in HR data

- Trend analysis in **employee performance and retention**

- Introduction to **data-driven HR decision-making**

- Hands-on exercises: **Basic statistical analysis using Excel or Python**

📌 **Week 5: Inferential Statistics as Applied to HR Issues**

- Understanding **hypothesis testing** in HR

- Applying **regression analysis to HR problems**

- Statistical significance in **employee engagement surveys**

- Analyzing **workforce demographics and talent trends**

- Case study: **Using inferential statistics for talent management**

📌 **Week 6: Predictive Analytics in HR**

- Introduction to **predictive analytics for HR decision-making**

- Forecasting **employee attrition and retention**

- Building **predictive models for talent acquisition and performance**

- Introduction to **Machine Learning applications in HR**

- Final project: **Developing a predictive HR model**

By the end of this **6-week course**, learners will gain **hands-on experience** in using **HR analytics tools, interpreting key HR metrics, and applying predictive techniques** to optimize HR functions. 🚀