Datastat Research
Building Capacity in Training and Research

DATASTAT TRAINING IN

OFFICIAL COURSE PROSPECTUS

Center for Advanced Research & Professional Development

Nairobi Training Center • Global Virtual Academy • Corporate On-Site

BUSINESS

Training Course on HR Metrics and Analytics

Comprehensive Course Syllabus, Practical Modules & Upcoming Schedules

PROGRAM SPECIFICATIONS & HIGHLIGHTS

DURATION
5 Days Practical Hands-on

DELIVERY MODES
In-Person Class & Live Virtual

CERTIFICATION
Accredited Certificate of Completion

INTAKES / DATES
Multiple Cohort Schedules Included

PREPARED FOR:

Valued Participant

Email: training@datastatresearch.org | Issued: November 21, 2026

Academic & Professional Training Year: 2026

DATASTAT TRAINING INSTITUTE

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Training Course on HR Metrics and Analytics

Business • 5 Days Intensive • Accredited Certification

Course Overview

Training Course on HR Metrics & Analytics is designed to equip HR leaders, managers, and analysts with the skills to transform HR data into actionable intelligence. Traditional HR decision-making often relies on intuition and experience, but modern HR practices demand evidence-based decision-making supported by data.

Key Skills & Software Tools Covered

Human Resource Management • HR Analytics • Data Analysis • Reporting • Performance Measurement

Upcoming Training Schedules

Confirmed cohort intakes and venues. Both physical in-person classroom and live virtual online seats are available.

TRAINING DATES	LOCATION / VENUE	FORMAT / DURATION	INVESTMENT (FEE)
5 Jan 2026 – 9 Jan 2026	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
5 Jan 2026 – 9 Jan 2026	Kigali	Classroom / 5d	**$3,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Dubai	Classroom / 5d	**$5,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Cape Town	Classroom / 5d	**$4,500 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Addis Ababa	Classroom / 5d	**$3,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Singapore	Classroom / 5d	**$5,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Istanbul	Classroom / 5d	**$5,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Bangkok	Classroom / 5d	**$5,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Accra	Classroom / 5d	**$4,000 USD / KES 90,000**
12 Jan 2026 – 16 Jan 2026	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
12 Jan 2026 – 16 Jan 2026	Kigali	Classroom / 5d	**$3,000 USD / KES 90,000**
12 Jan 2026 – 16 Jan 2026	Dubai	Classroom / 5d	**$5,000 USD / KES 90,000**

* Corporate discounts and customized cohort scheduling are available for teams of 3 or more participants.

Course Curriculum & Modules

Training Course on HR Metrics & Analytics In Nairobi, Mombasa; Kenya

In an increasingly data-driven world, the accurate evaluation of business programs and practices is key to identifying improvements and changes that will have the most positive impact. But what should you be measuring? And what is the best way to gather this important data?

This three-day program will provide you with essential knowledge and tools to understand metrics and transform that data into a powerful story for business knowledge and insight.

Duration

5 Days

Who Should Attend?

· Organizational leaders who need meaningful data to inform decision-making

· Emerging leaders and managers responsible for employee performance, management and engagement

· Human Resource professionals developing organizational programs and best practices

Course Objectives

At the end of the course, participants will be able to:

· Gather and identify relevant data from a number of sources

· Apply analytics tools to understand data and make meaningful decisions

· Differentiate between measures of HR efficiency, effectiveness and impact on business

· Combine quantitative and qualitative measures to tell a compelling story that engages and informs

· Manage analytics requests and reports

· Communicate results and recommend strategies that guide business decisions

Course Content

Module I: Overview of Analytics, Strategy & HR's Role

· The rationale for evidence-based approach

· Data, information and insights

· Defining analytics and predictive analytics

· Strategic HR versus Personnel Management

· HR’s contribution to strategy

· Human Capital Approach

Module II: HR Tools and Methods

· Quantitative v Qualitative data

· Rational problem analysis and models of decision-making

· Measures of HR effectiveness, efficient and impact

· Methods of data capture and benchmarking

· Employee Self- assessment and self-report measures

· Electronic workforce surveillance & analytics

Module III: Driving Organisational Change

· Understanding the cultural context

· Dynamic nature of business, environment & technology driving change

· Theories of organisation change and how to use them

· Enablers and impediments to change

· Resistance to change

· Implementing strategic change

Module IV: Putting HR Metrics and Analytics into Action

· The Balanced Scorecard

· Human Resource Planning

· Recruitment Analytics

· Succession Planning & Talent Management

· Absence management

· Skills analysis and training needs analysis

Module V: Metrics and Analytics for Improving Employee Performance

· Performance Management

· Employee Motivation

· Engagement

· Empowerment and Accountability

· Conclusion and Action Planning

Methodology

The instructor led trainings are delivered using a blended learning approach and comprises of presentations, guided sessions of practical exercise, web-based tutorials and group work. Our facilitators are seasoned industry experts with years of experience, working as professional and trainers in these fields.

Key Notes

i. The participant must be conversant with English.

ii. Upon completion of training the participant will be issued with an Authorized Training Certificate

iii. Course duration is flexible and the contents can be modified to fit any number of days.

iv. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

v. One-year post-training support Consultation and Coaching provided after the course.

vi. Payment should be done at least a week before commence of the training, to DATASTAT CONSULTANCY LTD account, as indicated in the invoice so as to enable us prepare better for you.

Certification & Learning Methodology

- Hands-on practical delivery with real-world datasets, case studies, and lab exercises.
- Post-training mentorship, access to class resources, and customized follow-up support.
- Participants who successfully complete the course receive an accredited Datastat Certificate of Completion.

How to Enroll & Reserve Your Seat

1. Online Registration: Visit https://datastatresearch.org/courses/training-course-on-hr-metrics-and-analytics to register online.
2. Email Booking: Send participant details to training@datastatresearch.org for official invoice & reservation.
3. Support & Assistance: Inquire via phone +254 724 527 104 | +254 734 969 612.