COURSE SYLLABUS

Using and Presenting HR Data for Organizational Decisions Course

Learn to analyze, interpret, and present HR data to support evidence-based decision-making and improve organizational outcomes.

Group classes (Live Online) and onsite training are available for this course. For more information, email onsite@graduateschool.edu or visit: https://www.graduateschool.edu/courses/using-and-presenting-hr-data-for-organizational-decisions



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Course Outline

Module 1: Analyzing HR Data

- Definition of HR analytics and its role in federal human capital management.
- The importance of HR analysis and the factors driving its adoption in federal HR management.
- How to think like an economist when interpreting HR data to make evidence-based decisions.
- What data HR practitioners need and where to collect it for meaningful insights.

Module 2: Consulting with Decision Makers Using HR Analysis

- Overview of HR consulting skills essential for providing data-driven recommendations to decision-makers.
- Using the consulting model to effectively communicate HR analysis and insights to managers.
- Understanding HR consulting competencies and addressing challenges faced in consulting engagements.

Module 3: HR Data Sources

- Identifying types and sources of HR data necessary for conducting HR analysis in federal agencies.
- Understanding how different data sources like the Federal Employee Viewpoint Survey (FEVS) and OPM FedScope can be used in HR analysis.
- Exploring both quantitative and qualitative data to draw actionable insights for workforce planning and management.

Module 4: Working with HR Analysis

- Utilizing HR analytics to solve complex organizational problems by understanding the system and processes.
- How to leverage HR analytics to improve decision-making in workforce management and organizational performance.

Module 5: Presenting Your HR Data Analysis

- Preparing data-driven presentations for decision-makers, ensuring clarity, relevance, and effectiveness.
- Designing impactful visualizations and narratives to make HR analysis compelling and understandable for executives.
- Delivering recommendations and actions based on HR data to support organizational strategies and business outcomes.