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COURSE BROCHURE

Advanced People Analytics for Workforce Decisions Training Course

8 – 19 February 2027
Paris

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Ref: 2520_95688 **Date:** 8 – 19 February 2027 **Location:** Paris **Fees:** 10500 GBP

People Analytics for Workforce Decisions is a 2-week advanced training course for human resources managers and people analytics leads who build a workforce decision brief linking hiring, retention, pay and capacity choices to evidence. Tighter labour markets and scrutiny of pay fairness make evidence-led people choices essential. Jupiter Prime Training presents People Analytics for Workforce Decisions as a discipline of questions, tests and clear executive messages.

Why People Analytics for Workforce Decisions Matters Now

Three forces shape people analytics today: boards asking for evidence behind headcount and reward choices, employees expecting transparent treatment, and richer records from hiring, learning and engagement platforms. Reading these signals well means spotting flight risk early and setting pay with defensible logic; reading them badly means losing scarce talent and defending decisions nobody can explain. The course rests on a staged analytics process, from business question to evaluated insight, and on ethical handling of employee information.

Who Gains Most from People Analytics for Workforce Decisions

- Leaders turning workforce records into evidence for senior decisions
- Specialists accountable for attrition, engagement and retention insight
- Managers who own reward structures and pay equity reviews
- Planners who forecast headcount, skills supply and labour cost
- Business partners who advise line executives on talent choices

A human resources function sending its analytics lead, reward manager and business partners together gains most from one shared approach to evidence.

People Analytics for Workforce Decisions Capabilities

Participants frame people questions, test them against employee records and argue answers before executives.

- Design a people question tree that converts a leadership concern into testable hypotheses — executive sponsors
- Build attrition risk scores from tenure, mobility and engagement signals — retention budgets
- Test pay gaps with regression controls for grade, role and performance — reward committees
- Calculate the cost of vacancies, turnover and overtime — finance partners
- Assess survey and sentiment results for drivers of engagement — line leaders
- Communicate findings as a decision narrative with options and risks — board members

Key People Analytics for Workforce Decisions Terms

- People analytics — using employee information to answer questions about hiring, retention, reward and performance.
- Attrition risk score — the estimated probability that an employee or segment leaves within a defined period.
- Survival analysis — a method modelling time until resignation while accounting for employees still in post.
- Adjusted pay gap — the pay difference between groups after controlling for grade, role and tenure.
- Engagement driver analysis — a test showing which survey themes most affect engagement or intent to stay.
- Workforce supply model — a projection of headcount and skills given hiring, internal moves and expected exits.

People Analytics for Workforce Decisions Day by Day

Day 1: The Evidence Expected from Human Resources

- Executive Question Mapping — Which People Decisions Need Evidence First
- Analytics Maturity Ladder — Where the Function Stands Today
- Stakeholder Interest Grid — Who Uses People Insight and Why
- Employee Information Ethics — Consent, Purpose and Proportionate Use
- Decision Log Template — Recording Choices Analytics Should Inform

Day 2: Framing Workforce Questions

- People Question Tree — Turning Concerns into Testable Hypotheses
- Success Criteria Statement — What Answer Would Change a Decision
- Metric Definition Cards — Consistent Headcount, Exit and Hire Counts
- Population and Time Window Choices — Avoiding Misleading Comparisons
- Hypothesis Prioritisation Matrix — Effort Against Decision Impact

Day 3: Preparing Employee Records

- Source Inventory of Core Systems — Joining Payroll, Hiring and Learning Records
- Record Cleansing Rules — Duplicates, Missing Grades and Date Errors
- Snapshot Versus Event Tables — Correct Base for Turnover Rates
- Pseudonymisation Steps — Protecting Identity During Analysis
- Data Quality Scorecard — Confidence Level for Each Finding

Day 4: Hiring and Internal Mobility Signals

- Source-of-Hire Yield Analysis — Channel Spending Choices
- Quality-of-Hire Index — Linking Selection Scores to Later Performance
- Internal Move Flow Matrix — Promotion and Transfer Bottlenecks
- Time-to-Productivity Curves — Onboarding Investment Decisions
- Adverse Impact Ratios — Fairness Checks on Selection Stages

Day 5: Predicting Attrition

- Exit Pattern Segmentation — Where Turnover Concentrates
- Logistic Regression for Leaving — Drivers of Resignation Risk
- Survival Curves by Cohort — Timing of Retention Actions
- Model Accuracy and Bias Checks — Trust Before Intervention
- Regretted Loss Cost Estimate — Retention Budget Priorities

Day 6: Engagement and Sentiment Evidence

- Survey Scale Reliability Tests — Which Items Can Be Trusted
- Engagement Driver Regression — Where Leaders Should Act
- Comment Theme Coding — Reading Open Text at Scale
- Pulse Trend Control Charts — Separating Noise from Real Change
- Manager-Level Heat Maps — Targeted Coaching and Support

Day 7: Reward and Pay Equity Analysis

- Pay Range Penetration Analysis — Position Against Grade Structure
- Adjusted Pay Gap Regression — Defensible Equity Findings
- Compa-Ratio Distribution Review — Merit Budget Allocation
- Reward Elasticity Estimates — Pay Rises Versus Retention Gains
- Remediation Cost Scenarios — Phasing Equity Corrections

Day 8: Workforce Supply and Demand Planning

- Workforce Supply Model — Projected Headcount by Role Family
- Demand Driver Ratios — Linking Output Volumes to Staffing
- Skills Gap Projection — Build, Buy or Borrow Choices
- Labour Cost Scenario Model — Budget and Overtime Trade-Offs
- Succession Coverage Index — Readiness for Critical Roles

Day 9: Persuading Executives with People Insight

- Decision Narrative Structure — Question, Evidence, Options, Risks
- Chart Selection for Workforce Metrics — Clarity for Senior Readers
- People Insight Dashboard Layout — Monthly Leadership Review
- Uncertainty Communication — Ranges and Confidence Without Jargon
- Objection Rehearsal — Answering Finance and Line Challenges

Day 10: Practising the Workforce Decision Brief

- Question Tree Applied to a Live Case — Scope of the Brief
- Attrition and Pay Findings Combined — Integrated Retention Options
- Supply Model Scenarios Applied — Hiring Plan Implications
- Peer Challenge Panel — Testing Logic and Ethics of Findings
- Workforce Decision Brief Completed — Recommendations for Executive Sign-Off

Applying People Analytics for Workforce Decisions After the Course

- Run an attrition risk review on one high-turnover role family using survival curves and present the regretted loss cost to its director.
- Lead an adjusted pay gap test on one grade band and table phased remediation scenarios with the reward committee.

People Analytics for Workforce Decisions Questions FAQ

What is People Analytics for Workforce Decisions and why does it matter now?

People Analytics for Workforce Decisions is the use of employee evidence to guide hiring, retention, pay and capacity choices. It matters now because executives expect tested findings and talent shortages punish late decisions.

Which roles gain most from People Analytics for Workforce Decisions?

Human resources leaders, people analytics specialists, reward managers, workforce planners and business partners gain most from People Analytics for Workforce Decisions. Each owns choices that improve with tested evidence.

How does People Analytics for Workforce Decisions differ from a general reporting course?

People Analytics for Workforce Decisions goes beyond producing headcount reports. A general reporting course teaches dashboards; this one teaches attrition prediction, pay equity testing and supply modelling for executive recommendations.

What do you bring back from People Analytics for Workforce Decisions?

You bring back a tested approach and a draft decision document. It holds a question tree, attrition and pay findings and supply scenarios built on your own case.

People Analytics for Workforce Decisions: The Way Forward

The workforce decision brief first informs where retention and reward money should go in the next budget cycle. Human resources leaders, finance partners and line executives use it to agree priorities on shared evidence. After its first use, revisit the ethical limits on employee information and the accuracy of risk scores, since both decide whether staff and leaders keep trusting the findings.