HR ANALYTICS CERTIFICATE

Program Description

HR has always been about people, and this remains true today. However, given the rapid digital transformation in today's organizations, the need for data-driven decision making has become essential. There is both a shortage of analytical talent within HR and an increasing demand for these types of skills. In this certificate program, you will learn to source, analyze, and visualize HR data to inform decisions and recommendations. You will strengthen your analytical acumen to make decisions through analysis and storytelling. Through the application of data analytics you will be positioned to examine common HR challenges around hiring top talent, engaging the workforce, managing retention, and evaluating workforce diversity more rigorously. You will also apply a cost-based approach to determine the business impact and return on investment associated with HR initiatives. By the end of this program, you will have developed the strategic and systematic measures necessary to excel in HR analytics.

Key Takeaways

- Analyze and visualize data to inform business recommendations and decisions
- Develop analytics capabilities in your organization
- Apply rigorous analysis to common HR challenges around hiring top talent, engaging the workforce, managing retention, and evaluating workforce diversity
- Apply a cost-based approach to determine the business impact of investments in HR initiatives

What You'll Earn

- HR Analytics Certificate from Cornell ILR School
- 32 Professional Development Hours (3.2 CEUs)

Who Should Enroll

- HR Associates, Managers and Directors
- Analysts
- CHROs and VPs of HR

Total Investment

- 2 months to complete all the courses

How to Enroll

For more information on how to enroll, please visit HR Analytics Certificate (https://ecornell.cornell.edu/certificates/human-resources/hr-analytics/).

Courses

Code	Title	Hours
eCornell ILRHR581	Essentials of HR Analytics	0
eCornell ILRHR582	Strategic Talent Analytics	0
eCornell ILRHR583	Applied Predictive Analytics in HR	0
eCornell ILRHR584	Valuing HR Initiatives	0