Professional

PEOPLE ANALYTICS FOUNDATIONS

COURSE OVERVIEW

The transition from operational reporting (what happened) to analytical insight (why it happened).

COURSE OBJECTIVES

- Differentiate descriptive, diagnostic, predictive, and prescriptive analytics.
- Ensure data hygiene and governance.
- Formulate testable hypotheses for people problems.

SKELETON OUTLINE

- The Analytics Maturity Model.
- Data vs. Metrics vs. Analytics.
- Data Visualization Principles.
- **Exercise:** Calculating and Interpreting "Cost of Turnover."

PREDICTIVE TURNOVER MODELING

COURSE OVERVIEW

Using statistical logic to identify who is likely to leave and why.

COURSE OBJECTIVES

- Understand the variables that predict turnover (Tenure, Pay, Rating).
- Conceptually apply regression analysis to retention.
- Design intervention strategies for "High Risk" talent.

SKELETON OUTLINE

- The Cost of Turnover.
- Why They Leave: Push vs. Pull Factors.
- From Prediction to Prevention: Intervention Tactics.
- **Case Study:** Analyzing a Dataset to Find Attrition Drivers.

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