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HR ANALYTICS FOR THE OIL & GAS SECTOR

Start Date:	26/07/2026	**End Date:**	30/07/2026
Categories:	Human Resources	**Venues:**	Dubai
Formats:	In Person	**Instructors:**	

OVERVIEW

This course is designed to equip HR professionals in the oil and gas industry with the skills to apply data-driven decision-making through HR analytics. It focuses on leveraging workforce data to optimize talent management, improve operational efficiency, predict workforce trends, and align HR initiatives with organizational strategy in high-demand, technically specialized environments.

OBJECTIVES

By the end of this course, participants will be able to: – Understand the principles and value of HR analytics within oil and gas operations. – Collect, manage, and analyze workforce data to support strategic HR initiatives. – Use predictive analytics to anticipate workforce needs, risks, and performance trends. – Develop HR dashboards and reporting tools tailored to operational and executive needs. – Apply insights from HR analytics to drive talent acquisition, retention, and development strategies.

COURSE OUTLINE

1- Introduction to HR Analytics: Concepts and Relevance to Oil & Gas 2- Workforce Data Collection, Management, and Ethical Considerations 3- Building and Interpreting HR Metrics, KPIs, and Dashboards 4- Predictive Analytics in Workforce Planning, Retention, and Risk Management 5- Case Studies: Applying HR Analytics to Drive Strategic Business Outcomes

TARGET AUDIENCE

All Supervisory Levels, HR Managers, Talent Acquisition Specialists, HR Business Partners, Learning and Development Officers, Workforce Planners, and anyone involved in HR strategy, operations, or data management in oil and gas companies.

METHODOLOGY

The course blends lectures with live HR analytics demonstrations, interactive data exercises, case studies, group projects focused on oil and gas workforce scenarios, and workshops on building HR reporting tools.

CONCLUSION

Upon completion, participants will be capable of transforming HR data into actionable insights, improving talent management strategies, supporting business operations, and enhancing organizational performance in the dynamic and technically intensive oil and gas sector.

DAILY AGENDA

Day 1: Introduction to HR Analytics and Workforce Intelligence

Understand the foundations of HR analytics, key definitions, its relevance to oil and gas, and the business case for data-driven HR management.

Day 2: Collecting, Managing, and Protecting Workforce Data

Learn best practices in gathering employee data, ensuring data integrity, and managing privacy and compliance in HR analytics.

Day 3: Developing HR Metrics, KPIs, and Dashboards

Build effective HR measurement frameworks, identify key workforce KPIs, and create dashboards for real-time decision-making.

Day 4: Applying Predictive Analytics to Workforce Challenges

Use predictive models to forecast turnover risks, workforce shortages, talent development needs, and safety-related human factors.

Day 5: Practical Applications and Strategic Alignment

Analyze case studies from oil and gas companies, and apply HR analytics findings to support strategic HR initiatives and operational goals.

For more information, please contact us:
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