

BIPO
Make Life Easier.

HR ANALYTICS IN POWER BI

REVEAL HIDDEN COSTS & RETURNS FROM PAYROLL
2-Day Workshop for HR

SINGAPORE

4 - 5 DEC

HONG KONG

7 - 8 DEC

SHANGHAI

11 - 12 DEC

Find the 80-20 in your data. Learn Basic Coding

Use machine learning in simple drag-and-drops

*Bonus Skill Snippet **Python in Excel** New Feature

TRAINERS



Henry Liew | Principal Data Scientist

EXPERIENCE

- SATS - PCEO's Executive Assistant & Head of HR Analytics
- Lazada Group (Alibaba) - SVP, Head of People Science
- MRC - Partner, Head of Singapore Office

EDUCATION

- MBA, University of Cambridge
- Master of Engineering, MIT
- Bachelor of Engineering, NUS



Wee Qixun | Business Intelligence Lead

EXPERIENCE

- Over 10 years in HR Consulting and Data Analytics
- Mercer - Senior Consultant
- Medical Device Company - Global Rewards Manager

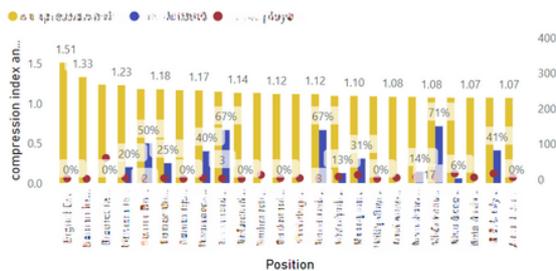
EDUCATION

- Ph.D Engineering, NUS
- Master of Engineering, MIT
- Bachelor of Engineering, NTU

<https://www.biposervice.com/>

DAY 1

basic salary compression index (new <1yr / >=1yr)



HR Metrics for KPI Setting

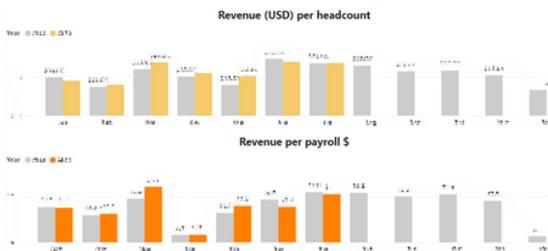
How to calculate and justify that a HR metric such as talent retention should be on leaders' scorecard

Stress test and compare a full list of commonly used metrics and their pitfalls and strengths. Visualise them in power BI.

Business Productivity Metrics for Long-Term Planning

Be pain-points focused in relating your strategic workforce plan to business. Visualise the numbers in PowerBI to help justify a manpower blueprint by evaluating long-term macroeconomic and quality of talent indicators.

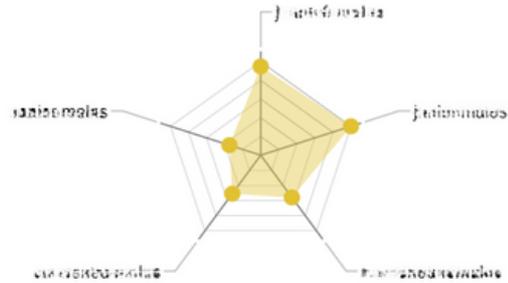
- Costs vs Returns
- ROI Measurements



SKILLS LEARNED

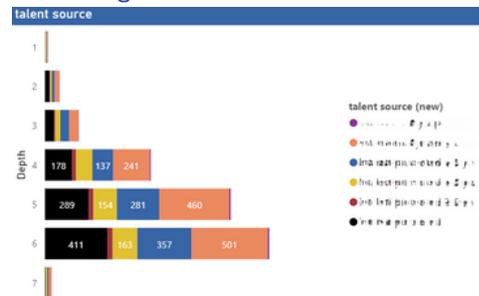
- Visualise your payroll, core HR and org data in Power BI
- Learn basic DAX codes to measure statistical thresholds for action
- Extract-Transform-Load in PowerBI. Make quick connections to web, database and local data

DAY 2



Attrition Modeling

- Learn how to create an attrition model and measure accuracies
- Learn how to engineer new features with commonly available staff data such as demographics, position, organisation, environment, movement, leadership, leaves, overtime, appraisal and rewards
- Create automated data handling to prevent data leakage, impute missing data, and avoid overfitting



Pay Offer Modeling

Basic Salary regression in excel to quantify internal equity: Visualize and find the sensitive factors in your company to uncover biases, act as an added layer of sense check when making pay offers

SKILLS LEARNED

- Use Power BI's Key Influencer (Machine Learning) in Simple Drag-and-Drops
- Use Excel's Build-In Tools for Regression Analysis, Understanding Basic Meaning of Statistical Indicators such as p-values
- Try Python-in-Excel new feature!

PRICING

SIGN UP	1 Pax	2 - 5 Pax	>5 Pax
Before 31 Oct 2023	USD 1630	USD 1470 per pax	USD 1180 per pax
Before 30 Nov 2023	USD 1730	USD 1560 per pax	USD 1240 per pax
1 Dec 2023 Onwards	USD 1920	USD 1730 per pax	USD 1380 per pax

Further 15% Discount for BIPO Existing Client!

*All prices stated are before tax and bank charges

*Our fee covers lunch and refreshments and will be held in an accessible location in business districts. Actual location will be updated nearer to date

JOIN THE HR POWER BI REVOLUTION

SCAN TO SIGN UP



or GO TO

<https://forms.office.com/r/yMFi4UxnW7>

to sign up

More Information:



<https://www.biposervice.com/>



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