



Ethical People Analytics and Employee Data Privacy

01 - 05 Mar 2027
Vienna



Ethical People Analytics and Employee Data Privacy

Ref.: 103600645_82776 **Date:** 01 - 05 Mar 2027 **Location:** Vienna **Fees:** 5700 **Euro**

Course Overview:

The Ethical People Analytics and Employee Data Privacy Training Course helps HR professionals use workforce data responsibly, fairly, and securely. It covers Ethical People Analytics, Employee Data Privacy, HR Data Governance, Employee Data Protection, People Analytics Governance, and Employee Privacy Compliance.

Participants will examine lawful data collection, data minimization, transparency, retention, access controls, employee monitoring, pseudonymisation, and privacy impact assessments. The course also addresses AI Ethics in Human Resources, Bias in People Analytics, Responsible AI in HR, explainability, and human oversight.

A practical focus is placed on evaluating the objective, data, and programming behind AI-enabled HR systems used in recruitment, compensation, scheduling, and performance management. Participants will also apply recognized approaches to privacy risk, legitimate interests, workplace monitoring, and responsible AI governance. The course uses international frameworks while recognizing that legal obligations vary by jurisdiction.

Target Audience:

- HR Managers and HR Professionals
- People Analytics Managers and Analysts
- HR Business Partners
- Talent Acquisition Professionals
- Workforce Planning Specialists
- HRIS Professionals
- Employee Relations Professionals
- Data Privacy and Compliance Professionals
- Internal Auditors and Risk Professionals



Targeted Organizational Departments:

- Human Resources
- People Analytics and Workforce Planning
- Talent Acquisition
- HR Information Systems
- Employee Relations
- Data Privacy and Compliance
- Risk Management
- Internal Audit
- Information Security
- Digital Transformation

Targeted Industries:

- Banking and Financial Services
- Healthcare and Pharmaceuticals
- Government and Public Services
- Technology and Telecommunications
- Energy and Utilities
- Manufacturing
- Retail and E-commerce
- Education
- Professional Services
- Transport and Logistics

Course Offerings:

By the end of this course, participants will be able to:

- Explain Ethical People Analytics and Employee Data Privacy principles.
- Identify privacy, fairness, security, and discrimination risks.
- Apply data minimization and purpose limitation.
- Classify personal, sensitive, anonymous, and pseudonymised data.
- Review employee privacy notices and monitoring practices.
- Assess Bias in People Analytics and AI-enabled HR decisions.
- Apply explainability and human oversight principles.
- Conduct privacy and ethical impact assessments.
- Strengthen HR Data Governance and vendor controls.
- Develop an ethical people analytics action plan.



Training Methodology:

The course combines short presentations, case studies, group discussions, practical exercises, and daily reflection sessions.

Participants will examine realistic HR scenarios involving recruitment analytics, employee surveys, performance data, attrition models, workplace monitoring, and AI-supported decisions. Group activities will focus on identifying risks, affected employees, appropriate safeguards, and governance responsibilities.

Participants will also apply the three-step legitimate interest approach: defining the interest, testing necessity, and balancing it against employee rights. Responsible AI exercises will use the NIST functions of Govern, Map, Measure, and Manage.

The course provides examples and insights into relevant templates, frameworks, checklists, and assessment methods. Proprietary software, licensed systems, and commercial tools are not provided.

Course Toolbox:

Participants will receive examples and insights related to:

- Employee Data Inventory
- HR Data Lifecycle Map
- Ethical People Analytics Checklist
- Employee Data Classification Guide
- Data Minimization Checklist
- Legitimate Interest Assessment
- Employee Privacy Notice Guide
- Monitoring Impact Assessment
- Privacy Impact Assessment
- AI Use-Case Evaluation Framework
- Bias and Fairness Checklist

Course Agenda:



Day 1: Foundations of Ethical People Analytics

- **Topic 1:** Understanding People Analytics and Employee Data
- **Topic 2:** Ethical Principles for Workforce Data Use
- **Topic 3:** Employee Privacy, Dignity, and Fairness
- **Topic 4:** Ethical Risks Across the Analytics Lifecycle
- **Topic 5:** Balancing Business Value with Employee Rights
- **Topic 6:** Accountability for Ethical HR Analytics
- **Reflection & Review:** Identifying Ethical Risks in Current HR Practices

Day 2: Employee Data Privacy and Lawful Processing

- **Topic 1:** Classifying Personal and Sensitive Employee Data
- **Topic 2:** Lawfulness, Fairness, and Transparency in HR Data
- **Topic 3:** Purpose Limitation and Data Minimization
- **Topic 4:** Consent and Power Imbalances in Employment
- **Topic 5:** Legitimate Interests and Employee Expectations
- **Topic 6:** Privacy Notices and Employee Data Rights
- **Reflection & Review:** Reviewing an Employee Data Collection Process

Day 3: Employee Data Protection and Secure Management

- **Topic 1:** Mapping the Employee Data Lifecycle
- **Topic 2:** Data Quality, Accuracy, and Integrity
- **Topic 3:** Access Controls and Confidentiality Responsibilities
- **Topic 4:** Retention, Archiving, and Secure Disposal
- **Topic 5:** Anonymisation and Pseudonymisation for HR Analytics
- **Topic 6:** Employee Data Breaches and Incident Response
- **Reflection & Review:** Designing a Privacy-Conscious HR Data Process

Day 4: AI Ethics, Bias, and Automated HR Decisions

- **Topic 1:** AI Applications Across Human Resource Management
- **Topic 2:** Bias in HR Data and Analytics Models
- **Topic 3:** Fairness in Recruitment and Talent Decisions
- **Topic 4:** Explainability, Transparency, and Employee Impact
- **Topic 5:** Human Oversight of Automated Decisions
- **Topic 6:** Responsible AI Risk Management in HR
- **Reflection & Review:** Evaluating an AI-Enabled Employment Decision



Day 5: Governance, Monitoring, and Ethical Practice

- **Topic 1:** Building a People Analytics Governance Framework
- **Topic 2:** Privacy and Ethical Impact Assessments
- **Topic 3:** Employee Monitoring, Surveillance, and Proportionality
- **Topic 4:** Managing Third-Party HR and Analytics Vendors
- **Topic 5:** Ethical Reporting and Communication of Insights
- **Topic 6:** Developing an Ethical People Analytics Action Plan
- **Reflection & Review:** Creating a Privacy-Ready HR Analytics Framework

FAQ:

What specific qualifications or prerequisites are needed for participants before enrolling in the course?

No formal qualifications are required. Basic experience in HR, workforce reporting, people analytics, compliance, or employee records is helpful but not essential.

How long is each day's session, and is there a total number of hours required for the entire course?

Each day's session is generally structured to last around 4–5 hours, with breaks and interactive activities included. The total course duration spans five days, approximately 20–25 hours of instruction.

How This Course is Different from Other Ethical People Analytics Courses:

This course combines People Analytics Ethics, HR Data Privacy, Employee Data Protection, Responsible AI in HR, and workplace monitoring within one practical programme. Rather than focusing only on legal theory, it follows the full employee data lifecycle—from collection and analysis to reporting, retention, and disposal. Participants learn how to assess whether data is necessary, proportionate, secure, and suitable for the intended HR decision.

The course also examines AI systems through their objectives, data quality, programming, transparency, fairness, and human oversight. It addresses practical HR uses such as recruitment, compensation, scheduling, performance management, and employee monitoring.

Participants gain examples of governance controls, impact assessments, vendor reviews, privacy notices, bias checks, and ethical reporting practices. This makes the course directly applicable to HR teams responsible for workforce analytics and employee data governance.



Training Course Categories

Agile PM and Project Management Training Courses

Certified Courses By International Bodies

Communication and Public Relations Training Courses

Data Analytics Training and Data Science Courses

Environment & Sustainability Training Courses

Finance and Accounting Training Courses

Governance, Risk and Compliance Training Courses

Human Resources Training and Development Courses

IT Security Training & IT Training Courses

Leadership and Management Training Courses

Legal Training, Procurement and Contracting Courses

Maintenance Training and Engineering Training Courses

Marketing, Customer Relations, and Sales Courses

Occupational Health, Safety and Security Training Courses

Personal & Self-Development Training Courses

Quality and Operations Management Training Courses

Secretarial and Administration Training Courses



Training Cities

Accra Ghana	Al Jubail Saudi Arabia	Amman Jordan
Amsterdam Netherlands	Athens Greece	Baku Azerbaijan
Bangkok Thailand	Barcelona Spain	Berlin Germany
Cairo Egypt	Cape town South Africa	Casablanca Morocco
Chicago USA	Doha Qatar	Dubai UAE
Frankfurt Germany	Geneva Switzerland	Istanbul Turkey
Jakarta Indonesia	Johannesburg South Africa	Kuala Lumpur Malaysia
Kuwait Kuwait	Langkawi Malaysia	Lisbon Portugal
London UK	Madrid Spain	Manama Bahrain
Marbella Spain	Milan Italy	Montreux Switzerland
Munich Germany	Muscat Oman	Nairobi Kenya
New York USA	Paris France	Phuket Thailand
Porto Portugal	Prague Czech Republic	Riyadh Saudi Arabia



Training Cities

Rome

Italy

San Diego

USA

Seoul

South Korea

Sharm El-Sheikh

Egypt

Singapore

Singapore

Tashkent

Uzbekistan

Tbilisi

Georgia

Tokyo

Japan

Toronto

Canada

Trabzon

Turkey

Vienna

Austria

Zanzibar

Tanzania

Zoom

Online Training