Department of Management
Amrita Vishwa Vidyapeetham
Amritapuri

Term V

Course Title: HR ANALYTICS

Course Code: HRAn   (HR515E)

Credits: 3

Total Sessions: 24

Course Instructor: DR.SASWATA BARPANDA

Contact Information: Department of Management, Amrita Vishwa Vidyapeetham, Amritapuri, Kerala,

Course Link: NA

Office:

Office hours:

Course contributes mostly to: Employability/Value-add

Course Description:.The course is an application oriented one and most of the exercises have to be done with case studies and examples. During the course basic concepts regarding HR metric will be revised and applied using organizational data.

Course Objectives (COs)

CO1. This course introduces the student to the theory, concepts, and business application of human resources research, data, metrics, systems, analyses, and reporting.

CO2. The student will develop an understanding of the role and importance of HR analytics, and the ability to track, store, retrieve, analyse and interpret HR data to support decision making.

CO3. The student will use applicable benchmarks/metrics to conduct research and statistical analyses related to Human Resource Management

CO4. Employ appropriate software to record, maintain, retrieve and analyse human resources information (e.g., staffing, skills, performance ratings and compensation information).

CO5. Apply quantitative and qualitative analysis to understand trends and indicators in human resource data; understand and apply various statistical analysis methods.

CO6. Demonstrate how to connect HR results to business results

Alignment of course objectives (CO) with learning goals (LG) of Assurance of Learning

LG / CO	Critical and integrative Thinking	Effective written and oral communication	Societal and Environmental Awareness	Ethical Reasoning	Leadership
CO1	3	2	1	3	1
CO2	3	2	1	3	1
CO3	3	2	1	2	1
CO4	3	2	1	2	1
CO5	3	2	1	3	1
CO6	3	3	1	2	2

Key: 3 – Highly relevant; 2 –Moderately relevant; 1 – Low relevance; 0- No relevance

Unit-wise scope for outcomes and Bloom's taxonomy

Remembering the basic concepts both conceptual and empirical, understands them thoroughly in terms of their application. Apply the same in your own develop models (lets say application of descriptive, or predictive analytics) and type of tools or methods to be used. Analyse the model meticulously and interpret it with proper meaning and create a story which would be realistic to help making a decision.

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Bloom's Levels of Learning \ COs	CO 1	CO 2	CO 3	CO 4	CO 5	CO 6
Creating			X	X	X	
Evaluating		X	X	X	X	X
Analyzing	X	X	X	X	X	X
Applying	X	X	X	X	X	X
Understanding	X	X	X	X	X	X
Remembering	X	X		X	X	X

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Assessment (Grading Policy: Relative)

Class Tests: 40%
Comprehensive assignment: 30%
Oral presentation: 10%
Quizzes: 20%

Course Requirements: students should have the basic understanding of Human resource management and Preliminary statistics. With the assumption of this understanding from Term III (Core Research methodology), no further formal preparation in HRAna expected or required. But the basis understanding of various software like Excel skills and SPSS is helpful in gearing up the course.

Pedagogy

- Individual presentations and group presentations
- Class discussions
- Group and individual assignments

Course Text

Edwards Martin R, Edwards Kirsten (2016),"Predictive HR Analytics: Mastering the HR Metric", Kogan Page Publishers, ISBN-0749473924

Fitz-enz Jac (2010), "The new HR analytics: predicting the economic value of your company's human capital investments", AMACOM, ISBN-13: 978-0-8144-1643-3

Fitz-enz Jac, Mattox II John (2014), "Predictive Analytics for Human Resources", Wiley, ISBN- 1118940709

Session Plan (please add rows and columns as per your course requirements)

Session No.	Topics to be covered	Assigned Reading, case discussion, assignments
1 to 2	1. Introduction to HR Analytics: Evolution of HR Analytics, HR information systems and data sources, HR Metric and HR Analytics, Evolution of HR Analytics; HR Metrics and HR Analytics; Intuition versus analytical thinking; HRMS/HRIS and data sources; Analytics frameworks like LAMP, HCM:21(r) Model.	
3 to 9	2. Diversity Analysis: Equality, diversity and inclusion, measuring diversity and inclusion, Testing the impact of diversity, Workforce segmentation and search for critical job roles	1. Diversity Analysis 2. Employee attitude surveys-engagement and workforce perception
10 to 15	3. Recruitment and Selection Analytics: Evaluating Reliability and validity of selection models, Finding out selection bias, Predicting the performance and turnover.	3. Predicting employee turnover.
16 to 20	4. Performance Analysis: Predicting employee performance, Training requirements, evaluating training and development, Optimizing selection and promotion decisions	4. Predicting employee performance
20 to 28	Monitoring impact of Interventions: Tracking impact interventions, Evaluating stress levels and value-change. Formulating evidence based practices and responsible investment. Evaluation mediation process, moderation and interaction analysis	5. Monitoring impact of Interventions

Contribution to Placements
(Please state how your course will help the student to get placed in a good company)

Companies are now realizing out that data-driven decisions tend to work more than instinct-based ones. Most of the companies are looking for skilled data scientists/analyst to take up pertinent organizational responsibilities and work on getting insights that would enable managers and the cream of management to make effective and efficient decisions.