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

<table>
<thead>
<tr>
<th>CO</th>
<th>LG Critical and integrative thinking</th>
<th>LG Effective written and oral communication</th>
<th>LG Societal and Environmental Awareness</th>
<th>LG Ethical Reasoning</th>
<th>LG Leadership</th>
</tr>
</thead>
<tbody>
<tr>
<td>CO1</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>CO2</td>
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<tr>
<td>CO3</td>
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<tr>
<td>CO4</td>
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<td>1</td>
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<tr>
<td>CO5</td>
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<tr>
<td>CO6</td>
<td>3</td>
<td>3</td>
<td>1</td>
<td>2</td>
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</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Bloom's Levels of Learning</th>
<th>CO 1</th>
<th>CO 2</th>
<th>CO 3</th>
<th>CO 4</th>
<th>CO 5</th>
<th>CO 6</th>
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</thead>
<tbody>
<tr>
<td>Creating</td>
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<tr>
<td>Evaluating</td>
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<td>X</td>
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<tr>
<td>Applying</td>
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<tr>
<td>Understanding</td>
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<td>Remembering</td>
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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


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

<table>
<thead>
<tr>
<th>SESSION NO.</th>
<th>TOPICS TO BE COVERED</th>
<th>ASSIGNED READING, CASE DISCUSSION, ASSIGNMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 to 2</td>
<td>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.</td>
<td></td>
</tr>
</tbody>
</table>
| 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 |
| 16 to 20    | 4. Performance Analysis: Predicting employee performance, Training requirements, evaluating training and development, Optimizing selection and promotion decisions | 4. Predicting employee performance |

**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.