



**YASHASWI EDUCATION SOCIETY'S
INTERNATIONAL INSTITUTE OF
MANAGEMENT SCIENCE, CHINCHWAD**

HUMAN RESOURCE ANALYTICS

**COURSE COORDINATOR -
PROF AMAR GUPTA**

YEAR : 2020 - 21



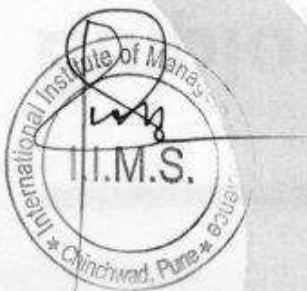
Course Code	HRA-1
Course Title-	Human Resource Analytics
Course Delivery	<i>Duration: 3 months (30 Teaching Hours)</i>
COURSE SCHEDULE-	<i>Timings: Every Friday & Saturday in a week 4:05 PM- 6:55 PM (including 20 mins break)</i>
Course Commencement	Date: 19 th February 2021
ASSESSMENT CRITERIA	Periodic evaluations have been built in throughout the duration of the course in the form of quizzes, assignments, projects, case studies and other objective/subjective assessments. The evaluations are designed to ensure continuous student engagement and to encourage learning. Students who successfully clear the same along with the requisite attendance criteria will be awarded a Certificate from IIMS Chinchwad.
ELIGIBILITY	<ul style="list-style-type: none"> • Graduation or equivalent degree from any recognized University or Institution. • Working professionals • Corporate Nominated (Graduation criteria may be considered for exemption in cases where participants have some prior experience in HR domain).

Course Learning Outcomes (CLO):

At the end of the course, students will be able to:

1. Explain preparation of human resource metrics to support business improvement
2. Identify and use human resource data in organizations for decision making
3. Develop an action plan to drive the use of human resource measurement in organizations

30 Teaching Hours



Syllabus

Unit I: Introduction to Human Resource Analytics

- Understanding HR indicators, metrics and data
- Frameworks for HR Analytics: LAMP Framework, HCM 21 Framework

Unit II: Statistics for HRM

- Statistical analysis for HR (regression analysis, measures of central tendency)
- Graphs, tables, spreadsheets

Unit III: Benchmarking and best practices

- Staffing, supply and demand forecasting,
- Total compensation analyses,
- Performance Analytics,
- Attrition Analytics,
- Learning and Development Analytics, Diversity Analytics,
- Employee engagement analytics,
- Employee satisfaction analytics

Unit IV: Measuring HR Contribution

- Developing HR Scorecard
- Developing HR Analytics Unit: Analytics Culture
- Analytics for decision making

Suggested Readings:

1. Fitz-enz, J., The New HR Analytics: Predicting the Economic Value of Your Company's Human Capital Investments, American Management Association
2. Bassi, L., Carpenter, R., and McMurrer, D., HR Analytics Handbook, Reed Business
3. Prasad, B. V. S., and Sangeetha, K., HR Metrics: An Introduction, IUP
4. Becker, B.E., Huselid, M.A., Ulrich, D., The HR Scorecard: Linking People, Strategy and Performance, Harvard Business School Press

