

| GANPAT UNIVERSITY | | | | | | | | | |
|---|--|-------------|------------------|----|-------------------------------------|--------------------|----|-----|-------|
| FACULTY OF MANAGEMENT STUDIES | | | | | | | | | |
| Programme | Bachelor of Business Administration | | | | Branch/Spec. | Business Analytics | | | |
| Semester | VII | | | | Version | 1.0.0.0 | | | |
| Effective from Academic Year | 2026-27 | | | | Effective for the Batch admitted in | July 2023 | | | |
| Course Code | 7A05HRA | Course Name | | | HR Analytics | | | | |
| Teaching Scheme | | | | | Examination Scheme (Marks) | | | | |
| (Per week) | Lecture (DT) | | Practical (Lab.) | | Total | | CE | SEE | Total |
| | L | TU | P | TW | | | | | |
| Credit | 04 | 00 | 00 | 00 | 04 | Theory | 40 | 60 | 100 |
| Hours | 04 | 00 | 00 | 00 | 04 | Practical | 00 | 00 | 000 |
| Pre-requisites | | | | | | | | | |
| Basic understanding of Human Resource Management, Organizational Behaviour, and elementary statistics. | | | | | | | | | |
| Course Objective | | | | | | | | | |
| The objective of this course is to introduce students to the fundamental concepts, tools, and applications of HR analytics, enabling them to understand, analyze, and apply data-driven insights for effective human resource planning and managerial decision-making in organizations. | | | | | | | | | |
| Course Outcomes | | | | | | | | | |
| On successful completion of the course, the students will be able to: | | | | | | | | | |
| CO1 | Explain basic concepts, scope, and importance of HR analytics in modern organizations. | | | | | | | | |
| CO2 | Apply simple HR metrics and analytical tools for workforce planning and performance review. | | | | | | | | |
| CO3 | Analyze employee-related data for supporting managerial and HR decisions. | | | | | | | | |
| CO4 | Develop basic data-driven HR insights to improve employee effectiveness and organizational outcomes. | | | | | | | | |
| Theory Syllabus | | | | | | | | | |
| Unit | Content | | | | | | | | Hrs. |
| 1 | Introduction to HR Analytics Introduction to HR analytics, meaning and scope of HR analytics, evolution of HR analytics, role of data in HR decision-making, types of HR analytics (descriptive, predictive, prescriptive), importance of HR analytics in modern organizations, basic ethical and legal considerations in HR data usage | | | | | | | | 15 |
| 2 | Workforce Planning and Talent Analytics Workforce planning analytics, employee data and HR databases, demand and supply forecasting basics, recruitment analytics, attrition and retention analysis, hiring efficiency metrics, basic diversity and inclusion indicators, introduction to HR dashboards | | | | | | | | 15 |
| 3 | Performance and Compensation Analytics Performance management analytics, employee performance indicators, productivity measurement, competency mapping basics, training and development effectiveness analysis, compensation analytics, pay comparison and equity analysis, reward and incentive analytics | | | | | | | | 15 |
| 4 | Employee Engagement and Strategic HR Analytics Employee engagement analytics, satisfaction and feedback analysis, absenteeism and turnover analysis, employee wellness and work-life balance metrics, HR scorecards, role of HR analytics in strategic decision-making, emerging trends and future scope of HR analytics | | | | | | | | 15 |
| Exam: Theory 100%, Numerical 0% | | | | | | | | | |
| Practical Content | | | | | | | | | |
| Practical, assignments and tutorials are based on above syllabus. | | | | | | | | | |
| Text Books | | | | | | | | | |
| 1 | Fitz-enz, J., <i>Predictive Analytics for Human Resources</i> , Wiley, Latest Edition. | | | | | | | | |

| Reference Books | | | | | | | | | | | | | | | |
|--------------------------------|---|-----|-----|-----|-----|-----|-----|-----|----------------|------|------|------|------|------|--|
| 1 | Davenport, T. H., <i>Competing on Talent Analytics</i> , Harvard Business Press. | | | | | | | | | | | | | | |
| 2 | Cascio, W. F. and Boudreau, J. W., <i>Investing in People</i> , Pearson Education. | | | | | | | | | | | | | | |
| 3 | Rasmussen, T. and Ulrich, D., <i>HR Analytics</i> , Kogan Page. | | | | | | | | | | | | | | |
| ICT/MOOCs Reference | | | | | | | | | | | | | | | |
| 1 | https://www.classcentral.com/course/swayam-hr-analytics-292668?utm_source=chatgpt.com | | | | | | | | | | | | | | |
| 2 | https://alison.com/course/hr-analytics-harnessing-hr-data-for-organizational-success?utm_source=chatgpt.com | | | | | | | | | | | | | | |
| 3 | https://learn.practicalpeopleanalytics.com/courses/people-analytics-101?utm_source=chatgpt.com | | | | | | | | | | | | | | |
| Mapping of CO with PO and PSO: | | | | | | | | | | | | | | | |
| Course Outcome (CO) No. | PO-CO Mapping | | | | | | | | PSO-CO Mapping | | | | | | |
| | PO1 | PO2 | PO3 | PO4 | PO5 | PO6 | PO7 | PO8 | PSO1 | PSO2 | PSO3 | PSO4 | PSO5 | PSO6 | |
| CO1 | 3 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | |
| CO2 | 2 | 3 | 2 | 2 | 1 | 1 | 3 | 2 | 3 | 2 | 2 | 1 | 1 | 1 | |
| CO3 | 2 | 2 | 3 | 3 | 2 | 1 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 1 | |
| CO4 | 1 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | |