GANPAT UNIVERSITY	
FACULTY OF MANAGEMENT STUDIES	

Programme	Master of Business Administration	Branch/Spec.	Human Resources Management
Semester	III	Version	1.0.0.0
Effective from Academic Year	2021-22	Effective for the batch Admitted in	June 2020
Subject code	**IIIA11HRA**	Subject 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	60	40	100
Hours	04	00	00	00	04	Practical	00	00	00

Pre-requisite:

Objective:

The objective of this course is to create awareness and understanding among students about the tools and trends of advance HR Process and Practices

Learning Outcomes:

On successful completion of the course, the students will be able to:
- IIIA11HRA.CO1: Understand and apply the fundamental concepts, tools, and frameworks of HR analytics to interpret workforce data and derive meaningful insights for decision-making.
- IIIA11HRA.CO2: Evaluate HR processes such as recruitment, capability planning, employee engagement, diversity, and performance using analytical models and predictive techniques.
- IIIA11HRA.CO3: Develop analytical and visualization skills using tools like Excel and Tableau to transform HR data into actionable business intelligence.
- IIIA11HRA.CO4: Design evidence-based HR strategies and predictive models to enhance organizational effectiveness and align human capital decisions with business goals.

Theory Syllabus

Unit	Content	Hrs
1	Understanding HR analytics What Is Analytics?—Introducing HCM:21, The Value of Insight—The Plan, Toward Analytics and Prediction, Why Analytics Is Important	10
2	How to Improve HR Processes: Human Resources Planning, capability planning, Team Working, Impacting Productivity, Diversity analytics, employee engagement and perceptions, predicting turnover and performance	20
3	Analytics for Decision Making: Understanding Spreadsheet, Turning Data into Business Intelligence, How to Interpret the Data HR information systems and data, Analysis strategies, Selecting The Right Data, Data Cleaning, The Basics Of Data Analysis, Interpretation And Execution	25
4	Visualising HR Metrics: Hand on practicing and visualising HR metrics using Tableau	5

Text Books:

1	The Practical Guide to HR Analytics: Using Data to Inform, Transform, and Empower HR Decisions By Shonna D. Waters PhD, Valerie Streets, Lindsay McFarlane, and Rachael Johnson-Murray
2	Predictive HR Analytics: Mastering the HR Metric By Dr. Martin Edwards and Kirsten Edwards
3	The New HR Analytics: Predicting the Economic Value of Your Company's Human Capital Investments By Jac Fitz-Enz

Reference Books:	
1	People Analytics for Dummies By Mike West
2	Predictive HR Analytics, Text Mining & Organizational Network Analysis with Excel By Mong Shen Ng
3	HR Analytics: Understanding Theories and Applications By Dipak Kumar Bhattacharyya
4	Human Resource Management: People, Data, and Analytics By Talya Bauer, Berrin Erdogan, David E. Caughlin, and Donald M. Truxillo
5	Human Resource Management: People, Data, and Analytics by Talya Bauer, Berrin Erdogan, David Caughlin,
6	Human Capital Analytics: How to Harness the Potential of Your Organization's Greatest Asset By Gene Pease, Boyce Byerly, and Jac Fitz-Enz
7	Human Resource Information Systems: Basics, Applications, and Future Directions By Michael J. Kavanagh and Richard D. Johnson
8	The Power of the People: Learn How Successful Organizations Use Workforce Analytics to Improve Business Performance By Nigel Guenole, Jonathan Ferrar, and Sheri Feinzig
9	Quantifiably Better: Delivering Human Resource (HR) Analytics from Start to Finish By Steve van Wieren
10	The Basic Principles of People Analytics: Learn How to Use HR Data to Drive Better Outcomes for Your Business and Employees By Erik van Vulpen.
Online Resources:	

Mapping of CO with PO and PSO:

Semester 3: Course Name: IIIA11HRA HR ANALYTICS							
Course outcomes	PO1	PO2	PO3	PO4	PO5	PO6	PO7
IIIA11HRA.CO1	3	3	0	2	0	2	0
IIIA11HRA.CO2	3	3	0	2	2	2	0
IIIA11HRA.CO3	2	3	0	0	1	0	1
IIIA11HRA.CO4	3	3	2	2	1	2	1

Semester 3: Course Name: IIIA11HRA: HR ANALYTICS			
Course outcomes	PSO1	PSO2	PSO3
IIIA11HRA.CO1	3	3	2
IIIA11HRA.CO2	3	3	2
IIIA11HRA.CO3	2	3	2
IIIA11HRA.CO4	3	3	3