

NIRMA UNIVERSITY

Institute:	Institute of Management
Name of Programme:	Executive Diploma Programme (Business Analytics)
Course Code:	EDP0SLHR01
Course Title:	Human Resource Analytics
Course Type:	Elective
Year of introduction:	2021-22

Credit Scheme

L	T	Practical component				C
		LPW	PW	W	S	
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Course Learning Outcomes (CLO):

After the successful completion of the course, students will be able to:

1. Demonstrate an understanding of the different analytical approaches used for HRM subsystems
2. Examine actual business cases and apply problem solving and critical thinking skills
3. Analyse information from relevant sources to solve business and people management problems

Syllabus:

Unit	Syllabus	Total Teaching Hours: 20 Teaching hours
Unit-I	Introduction to Human Resource Analytics <ul style="list-style-type: none"> • Human Resource Analytics : Introduction, HR metrics and Indicators • Human Resource Analytics Frameworks: LAMP and HCM 21 Framework 	3
Unit-II	Looking for the Data <ul style="list-style-type: none"> • Difference between data and information • HR data sources available to a business manager • HR scorecards in analytics and quantification of data • HR Data entry: Introduction to Descriptive and Correlational Statistics 	3
Unit-III	HR Analytics for HR sub-systems <ul style="list-style-type: none"> • Workforce Planning Analytics • Talent Sourcing Analytics • Talent Acquisition Analytics • Turnover and Separation Analytics • Onboarding and Culture Fit 	10

- Talent Engagement Analytics
- Analytical Performance Management
- Identify the causes and predict absenteeism in the firms
- Using Retention Analytics to Protect Your Most Valuable Asset
- Employee Wellness, Health, and Safety to Drive Business Performance and Loyalty

Unit-IV **Contemporary HR Analytics**

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- Data mining, Modelling, Visualisation and dashboards, and their role in informing HR decision-makers
- Storytelling techniques with data
- Industry 4.0 and how new technological advancements can disrupt HR practices - Big Data & People Analytics
- Analytics on workplace ergonomics

Suggested Readings/ References:

1. Banerjee, P., Pandey, J., & Gupta, M. *Practical Applications of HR Analytics: A Step-by-step Guide*. SAGE.
2. Nijjer, S., & Raj, S. *Predictive Analytics in Human Resource Management: A Hands-on Approach*. Taylor & Francis.
3. Uppal, N. *Human Resource Analytics: Strategic Decision Making*. Pearson.
4. Pallant, J. *SPSS survival manual: A step by step guide to data analysis using IBM SPSS*. Routledge.
5. Jac, F. E. *The new HR analytics: predicting the economic value of your company's human capital investments*. Amacom.
6. Fitz-Enz, J. *The ROI of human capital: Measuring the economic value of employee performance*. AMACOM Div American Mgmt Assn.
7. Sharda, R., Delen, D. and Turban, E. *Business Intelligence and analytics: Systems for Decision Support*, Pearson Education Inc, New Delhi 10th Ed.
8. Arshad Khan. *Jumpstart Tableau: A Step-By-Step Guide to Better Data Visualization*. Apress.

L=Lecture, T=Tutorial, P=Practical, C=Credit

w.e.f. Academic Year 2021-22 and onwards