

Programme: MMS - HR Semester: III Period: July'19 - Nov'19

Course Code: MMS-3-HR-C-04 Name of the subject: HR Analytics

Maximum marks: 100 (60+40) No. of Sessions: 13 (3 hrs each)

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Program Outcomes (PO)	Course Outcomes (CO)
1. Nurture leadership skills, team-membership skills and	Basic understanding & Application of analytical Techniques
mutual trust.	in HR Functions
2. Demonstrate decision-making ability.	2. Evaluation of different scenarios to assess HR Operations
3. Ability to develop culture of technology-usage.	3. Develop ethical value systems in HR Operations
4. Inculcate social sensitivity among students.	
5. Integrate and apply business knowledge and management	
techniques for problem-solving / analytical skills.	
1	

Reference Books:

- 1. The New HR Analytics : Predicting the economic value of your company's human capital investment : Jac Fitz-enz
- 2. HR Analytics: The What, Why and How: Tracey Smith
- 3. Winning on HR Analytics by Ramesh Soundararajan and Kuldeep Singh

A. Plan:

Session No.	PI. Date	Topic	Ref. Study Material	Course Outcomes
1	3- 07- 19	Introduction to Business Analytics, Need for Analytics, Use of Analytics in business, Introduction to HR Analytics , Evolution of Analytics, HR Analytics and people strategy, Becoming a persuasive HR function	Ref Book-1 & Ppt - self	Learning the basics of Analytics and HR Analytics, Relation of HR Analytics with HR strategies
2	10- 07- 19	Metrics and Analytics Language of Metrics and Analytics, Descriptive Analytics, Prescriptive Analytics, Casual Analysis, Predictors, prediction and predictive modelling, Business applications of modelling	Ref Book-1 Ppt - self	Understanding Different categories of HR Analytics, Applications of modelling
3	17- 07- 19	HR Information Systems and Data Information Sources, Analysis software options, Preparing data, Using SPSS, Big Data	Internet Ppt - self	Building awareness of present operations context
4	24-	Internal Test Analysis Strategies From	Case studies	Analysis- statistical

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	07- 19	descriptive reports to predictive analytics, Statistical Significance, Types of data, Types of statistical tests, Factor Analysis and reliability analysis	,	analysis techniques
5	31- 07- 19	Recruitment and Selection Analytics Reliability and validity of selection process, Human bias in recruitment and selection	Case studies (Ref. will be given later)	Application of analytics in recruitment
6	7- 08- 19	Predicting Employee Performance Indicators of performance , Methods for measuring performance	Case studies (Ref. will be given later)	Application of analytics in employee performance
7	14- 08- 19	Internal Test Employee Engagement and Workforce Perceptions Measuring Employee Engagement : Interrogating the measures : Conceptual Explanation of factor analysis.	Ppt- self & Case studies (Ref. will be given later)	Application of analytics in employee engagement
8	21- 08- 19	Predicting Employee Turnover Importance of employee turnover as an HR information: Descriptive Turnover Analysis: Measuring and exploring differences between turnover at an individual or team level	Ppt- self (Ref. will be given later)	Application of analytics in assessing employee turnover
9	28- 08- 19	Monitoring the Impact of Interventions Tracking the impact of various HR interventions : Value change initiative	Ppt- self & Case studies (Ref. will be given later)	Application of analytics in tracking the impact of HR interventions
10	4- 09- 19	Diversity Analytics Equality, diversity and inclusion : Approaches to measuring and managing D&I	Ppt- self	Application of analytics in assessing diversity
11	11- 09- 19	Internal Test Advanced HR Analytic Techniques I Mediation Processes, Moderation and interaction analysis, Multi-level linear modelling, Curvilinear relationships	Ppt- self & Case studies (Ref. will be given later)	Learning Advanced HR Analytics Techniques
12	18- 09- 19	Advanced HR Analytic Techniques II Structural Equation Models, Growth Models, Latent class analysis, Response surface methodology and polynomial regression	Ppt- self (Ref. will be given later)	Application of Advanced HR Analytics Techniques

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13	25-	Usage, Ethics and Limitations	Ppt- self (Ref. will be	Understanding the	
	09-	Institutionalized Metric Oriented	given later)	ethical value system	
	19	Behaviour (IMOB) : Importance of			
		quality data and measures : Ethics in			
		Analytics : Ethical Standards for HR			
	Analytics team : Limitations				
	Case Study/ Role-play/ Drama/ Group				
		Discussion			

B. Practical Approach: Other activities

Sr. No.	Activity Name	Topic Covered	Learning outcomes	Source
1	Case study	Performance Metrics, Engagement, Interventions	Applicatio n & Analytical abilities	Internet, Open source, Current Affairs
2	Academic Projects	Predictive Models in HR	Creation of Models	Internet
3	Group Discussion	Metrics & Measures of different HR functions	Analytical abilities	Self generated
4	Role Play			
5	Industry Visit			
6	Business Quiz / Business News sharing	Latest news – contextual	Awarenes s building	Internet
7	Videos / Simulation	On Business Analytics and case studies	Practicalit y	Internet
8	Use of Software and Labs			
9	Any other activity			

C. <u>Innovative pedagogy adopted</u>: (nothing new, only more of practical content)
Interactive sessions, Practical oriented to improve the analytical abilities and application of tools & techniques.

Prepared by: Reviewed by: Approved by: Faculty Specialisation ADC



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Date:	Date:	Date:

A. Execution:

Session No.	Actual Date	Topic Covered	Attendance %	Evaluation Method	Case Study Ref.	Quiz Ref.	CR Sign

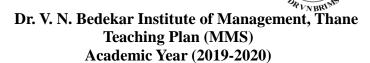
B. Evaluation:

Component	Details	Marks	
Presentations & Viva	Mandatory	5+5	
Class Test (3 for MMS)	Mandatory (MCQ, Descriptive,. Etc)	20	
Assignments / Others	Mandatory	5	
Participation/Attendance	Mandatory	5	
Final Exam	Mandatory	60	

C. Student Performance Analysis:

Avg. Attendance	Avg. Internal Marks	% Failed in Internals	Avg. Final Marks	% Failed in Final	No. of best students > 80%	No. of students needs improvement

D. Attainment:



	CO1	CO2	CO3	
PO1				
PO2				
PO1 PO2 PO3				

Comments / Suggestions / Recommendations:

Suggestions (if any) to students on subject related Certificate/Diploma or Add-on program: -

Certified **HR Analytics** and Metrics Professional

Signature of Faculty

Signature of the Co-ordinator / ADC