

MGT4307: PEOPLE AND HR ANALYTICS

Effective Term

Semester A 2022/23

Part I Course Overview

Course Title

People and HR Analytics

Subject Code

MGT - Management

Course Number

4307

Academic Unit

Management (MGT)

College/School

College of Business (CB)

Course Duration

One Semester

Credit Units

3

Level

B1, B2, B3, B4 - Bachelor's Degree

Medium of Instruction

English

Medium of Assessment

English

Prerequisites

CB2300 / FB 2300 Management

Precursors

Performance & Compensation Management (MGT4306); Staffing (MGT4308); Talent Management: Learning & Development (MGT4309)

Equivalent Courses

Nil

Exclusive Courses

Nil

Part II Course Details

Abstract

Human resource (HR) management is the process of delivering competitive advantage through people. People drive organizational performance. Performance relies on measures. HR professionals need to be skilled at planning and interpreting organizations' "people metrics." This requires a solid grasp of HR analytics: the systematic collection, analysis, and interpretation of data designed to improve decisions about talent and the organization as a whole. The use of analytics is changing the way HR professionals quantify the value that people (a.k.a., talent) - a company's biggest asset - have on the organization's ability to succeed in the market or in its mission.

To enable executive and line managers to make smart decisions about talent, HR needs to effectively leverage data. When equipped with metrics that are properly designed and easy to interpret, HR can provide managers with analytics to make decisions that will not only improve operations, but also create systemic advantages.

This course aims to:

Provide students with the following.

- An in-depth knowledge and application of analytical techniques to evaluate and resolve HR issues (e.g. recruitment, talent management, compensation, retention),
- Practice analyzing HR related data,
- Insights on some mistakes to avoid when interpreting data, or when assessing reports and interpretations offered by others, such as consultants,
- Develop the student's knowledge, skill, and ability to use the results of data collection and analysis to tell a story in a compelling manner so that change follows.

Course Intended Learning Outcomes (CILOs)

CILOs		Weighting (if DEC-A1 DEC-A2 DEC-A3 app.)			
1	Display insightful knowledge of fundamental skills they need to identify and obtain quality HR data. [Knowledge and understanding]	25	x		
2	Demonstrate competency in analyzing HR data (e.g., creating regression models to predict employee attrition and retention). [Application of concepts]	25	x	x	
3	Identify and resolve operational issues in order to develop and align HR metrics with organizational strategy. [Appraisal of evidence]	25	x	x	
4	Provide evidence of critical analytical and evaluative ability by presenting in a compelling way the results of people & HR analytics. [Analysis and evaluation]	25			x

A1: Attitude

Develop an attitude of discovery/innovation/creativity, as demonstrated by students possessing a strong sense of curiosity, asking questions actively, challenging assumptions or engaging in inquiry together with teachers.

A2: Ability

Develop the ability/skill needed to discover/innovate/create, as demonstrated by students possessing critical thinking skills to assess ideas, acquiring research skills, synthesizing knowledge across disciplines or applying academic knowledge to real-life problems.

A3: Accomplishments

Demonstrate accomplishment of discovery/innovation/creativity through producing /constructing creative works/new artefacts, effective solutions to real-life problems or new processes.

Teaching and Learning Activities (TLAs)

TLAs	Brief Description	CILO No.	Hours/week (if applicable)
1	Seminar: This will involve conceptual inputs on people and HR analytics.	1, 2, 3, 4	1
2	Experiential exercises, cases, and skill practice: These activities will involve identification, diagnosis and implementation of fundamental skills related to people and HR analytics.	1, 2, 3, 4	2
3	Group project: The project will focus on the development, implementation, and oral presentation of a solution to a people management and/or HR problem (e.g., optimal compensation to maximize employee retention) using people and HR analytics.	1, 2, 3, 4	3

Assessment Tasks / Activities (ATs)

ATs	CILO No.	Weighting (%)	Remarks (e.g. Parameter for GenAI use)
1	Group project: Participation in group project work to develop, implement, present a solution using analytics to a people management and/or HR problem.Oral Presentation (15%)Written Report (15%)*Both need to be submitted.	1, 2, 3, 4	30
2	In-class exercises / take-home assignments: Individual knowledge and skill activity to identify, diagnose and implement fundamental skills related to people and HR analytics.	1, 2, 3, 4	30
3	Participation in class discussions: Contribution in weekly class discussions.	1, 2, 3	10

Continuous Assessment (%)

70

Examination (%)

30

Examination Duration (Hours)

2

Assessment Rubrics (AR)

Assessment Task

Participation in class discussions

Criterion

Preparation for the class with relevant materials; punctuality and attendance; class contribution; offering ideas; asking questions

Excellent (A+, A, A-)

Student is almost always prepared for class with relevant class materials. Student is almost always punctual and attends full-time. Student almost always contributes to class by offering ideas and asking questions more than once per class. Contribution is meaningful and inspiring.

Good (B+, B, B-)

Student is frequently prepared for class with relevant class materials. Student is frequently punctual and attends full-time. Student frequently contributes to class by offering ideas and asking questions once per class. Contribution is sensible.

Fair (C+, C, C-)

Student is occasionally prepared for class with relevant class materials. Student is occasionally late to class and leaves early. Student occasionally contributes to class by offering ideas and asking questions. Contribution is minimal.

Marginal (D)

Student is almost never prepared for class with relevant class materials. Student is almost always late to class and leaves early. Student almost never contributes to class by offering ideas and asking questions. Contribution is lacking.

Failure (F)

Not attending 70% of classes and lack of participation in class.

Assessment Task

In-class exercises / take-home assignments

Criterion

Understanding of the subject; analytical and critical skills

Excellent (A+, A, A-)

Strong evidence of original thinking; good organization, capacity to analyze and synthesize; superior grasp of subject matter; evidence of extensive knowledge base.

Good (B+, B, B-)

Evidence of grasp of subject, some evidence of critical capacity and analytical ability; reasonable understanding of issues; evidence of familiarity with the subject matter.

Fair (C+, C, C-)

Understanding of the subject; ability to develop solutions to simple problems in the material.

Marginal (D)

Sufficient familiarity with the subject matter to enable the student to progress.

Failure (F)

Little evidence of familiarity with the subject matter; weakness in critical and analytical skills; limited or irrelevant use of literature. Plagiarism.

Assessment Task

Group project Oral Presentation

Criterion

Audience impact; ability to handle questions

Excellent (A+, A, A-)

A very well- structured presentation delivered to a superior professional standard of presentation skills (language fluency, voice modulation, facial expression, body language) with compelling audience impact and creativity. Excellent answers to the questions at the end of the presentation.

Good (B+, B, B-)

A well-structured presentation delivered to a high professional standard of presentation skills with strong audience impact. Good answers to the questions asked at the end of the presentation.

Fair (C+, C, C-)

Presentation structure not fully coherent and presentation skills no more than acceptable. Audience impact weak. Fair answers to the questions asked at the end of the presentation.

Marginal (D)

Presentation structure barely coherent and presentation skills bordering on the unacceptable. Audience impact almost nil. Poor answers to the questions asked at the end of the presentation

Failure (F)

No presentation was conducted or the presentation was conducted in an extremely poor quality.

Assessment Task

Group projectWritten Report

Criterion

HR analytical skills; communicating data analytical results; report writing style; reasonableness of the recommendations

Excellent (A+, A, A-)

The written report shows excellent evidence on the mastery of HR analytical skills. The results of the data analyses is clearly communicated in a consultancy report writing style. The recommendations are highly reasonable, practical, and insightful.

Good (B+, B, B-)

The written report shows good evidence on the mastery of HR analytical skills. The results of the data analyses in most cases are clearly communicated and largely in a consultancy report writing style. The recommendations are reasonable, practical, and insightful.

Fair (C+, C, C-)

The written report shows some evidence on the mastery of HR analytical skills. The results of the data analyses are communicated with some ambiguities. The recommendations are given with some doubts on the practicality and appropriateness to the organization.

Marginal (D)

The written report shows little evidence on the mastery of HR analytical skills. The results of the data analyses are communicated with lots of ambiguities. The recommendations are given with lots of doubts on the practicality and appropriateness to the organization.

Failure (F)

No written report was submitted or the report was of very low quality.

Assessment Task

Final Examination

Criterion

Knowledge of the subject matter; analytical and critical thinking skills

Excellent (A+, A, A-)

Strong evidence of original thinking; good organization, capacity to analyse and synthesize; superior grasp of subject matter; evidence of extensive knowledge base in HR Analytics.

Good (B+, B, B-)

Evidence of grasp of subject, some evidence of critical capacity and analytical ability; reasonable understanding of issues; evidence of familiarity with the subject matter.

Fair (C+, C, C-)

Student who is profiting from the university experience; understanding of the subject; ability to develop solutions to simple problems in the material.

Marginal (D)

Sufficient familiarity with the subject matter to enable the student to progress.

Failure (F)

Little evidence of familiarity with the subject matter; weakness in critical and analytical skills; limited or irrelevant use of literature.

Part III Other Information**Keyword Syllabus**

Predicting success; aligning metrics; HR costing; calculating success; people analytics; human capital investments; smart decision-making; talent intelligence; HR analytics; predictive analytics; optimizing human capital investments; HR metrics; story-telling; strategic workforce planning.

Reading List**Compulsory Readings**

	Title
1	Edwards, M. R., & Edwards, K. (2019). Predictive HR Analytics: Mastering the HR Metric. London: Kogan Page.
2	Sesil, J. C. (2014). Applying advanced analytics to HR management decisions: Methods for selection, developing incentives, and improving collaboration. Upper Saddle River, New Jersey: Pearson Education.

Additional Readings

	Title
1	Levenson, A. (2014). Employee Surveys That Work: Improving Design, Use, and Organizational Impact. Berrett-Koehler Publishers.
2	Fitz-enz, J., & Mattox, J. (2014). Predictive Analytics for Human Resources. Wiley.
3	Phillips, J., & Phillips, P.P. (2014). Making Human Capital Analytics Work: Measuring the ROI of Human Capital Processes and Outcomes. McGraw-Hill.
4	Pease, G., & Beresford, B. (2014). Developing Human Capital: Using Analytics to Plan and Optimize Your Learning and Development Investments. Wiley.
5	Lahey, D. (2014). Predicting Success: Evidence-Based Strategies to Hire the Right People and Build the Best Team. Wiley.
6	Director, S. (2014). Financial Analysis for HR Managers: Tools for Linking HR Strategy to Business Strategy. Pearson FT Press.
7	Davenport, T.H., & Kim, J. (2013). Keeping Up with the Quants: Your guide to understanding and using analytics. Harvard Business Review Press.
8	Kinley, N., & Ben-Hur S. (2013). Talent Intelligence: What you need to know to identify and measure talent. Jossey-Bass.
9	Smith, T. (2013). HR analytics; The What, Why and How... CreateSpace Independent Publishing Platform.
10	Waber, B. (2013). People Analytics: How Social Sensing Technology Will Transform Business and What It Tells Us about the Future of Work. FT Press.
11	Siegel, E., & Davenport, T.H. (2013). Predictive Analytics: The Power to Predict Who Will Click, Buy, Lie, or Die. Wiley.
12	Hoffmann, C., & Lesser, E., & Ringo, T. (2012). Calculating Success: How the New Workplace Analytics Will Revitalize Your Organization. Massachusetts: Harvard Business Review Press.
13	Bassi, L., Carpenter, R., & McMurrer, D. (2012). HR Analytics Handbook. McBassi & Company. By the way, the research for this book was done by Dr. Jeroen Delmotte and Luk Smeyers from iNostix!
14	Pease, G., Byerly, B., & Fitz-enz, J. (2012). Human Capital Analytics: How to Harness the Potential of Your Organization's Greatest Asset.
15	DiBernardino, F.J. (2012). Optimize human capital investments. Make the "Hard" Business Case. Dog Ear Publishing.
16	Cascio, W., & Boudreau, J.W. (2011). Investing in people. Financial Impact of Human Resource Initiatives. New Jersey: Pearson Education.
17	Boudreau, J.W., & Jesuthasan, R. (2011). Transformative HR: How Great Companies Use Evidence-Based Change for Sustainable Advantage. Jossey-Bass.
18	Mondore, S. P., Douthitt, S.S. & Carson, M.A. (2011). Business-Focused HR. 11 Processes to Drive Results. Strategic Management Decisions/Society for Human Resource Management.
19	Davenport, T.H., Harris, J.G., & Morison, R. (2010). Analytics At Work: Smarter Decisions, Better Results. Harvard Business Review Press.
20	Fitz-enz, J. (2010). The New HR Analytics: Predicting the Economic Value of Your Company's Human Capital Investments. New York: Amacom.
21	Boudreau, J.W. (2010). Retooling HR: Using Proven Business Tools to Make Better Decisions About Talent. Harvard Business Review Press.
22	Mondore, S.P., & Douthitt, S.S. (2009). Investing In What Matters: Linking Employees To Business Outcomes. Society of Human Resource Management.
23	Ulrich, D., Allen, J., Brockbank, W., & Nyman, M. (2009). HR Transformation: Building Human Resources From the Outside In. McGraw-Hill.
24	Fitz-enz, J. (2009). The ROI of Human Capital: Measuring the Economic Value of Employee Performance.

25	Davenport, T., & Harris, J.G. (2007). <i>Competing on Analytics: The New Science of Winning</i> . Harvard Business Review Press.
26	Boudreau, J.W., & Ramstad, P.M. (2007). <i>Beyond HR: The new science of human capital</i> . Harvard Business Review Press.
27	Fitz-enz, J., & Davison, B. (2002). <i>How to measure Human Resources management</i> . New York: McGraw-Hill.
28	Becker, B. E., Huselid, M. A., & Ulrich, D. (2001). <i>The HR scorecard: Linking people, strategy, and performance</i> . Harvard Business Press.