

MGMT 530: People Analytics for Leaders

Course Description

people analytics movement has contributed important insights to help managers become more effective at leading people and making better human-resources (HR) decisions. This course is designed to introduce these insights and the use of data to improve the practice of managing people within organizations. All practices and approaches learned in this course are backed up by robust empirical evidence that has demonstrated their effectiveness. Ethical considerations relating to the use of data about the organization's workforce will be discussed. The course will utilize a variety of methods including lectures, case analyses, class discussions, and hands-on exploration of a variety of data sets.

Course Learning Outcomes

By the end of the course, students will be able to:

1. Demonstrate critical knowledge and understanding of specialized theories principles and concepts of human resources and people analytics
2. Apply specialized theories and concepts of human resources management and analytical tools to enhance managerial decision making.
3. Apply combination of qualitative and quantitative research methods to critically solve managerial and other human resources problems using empirical HR data and principles for decision making.
4. Demonstrate professional skills to undertake critical evaluation of HR analytics and to use oral and written communication skills to convey in depth understanding of HR concepts and strategies to a range of audiences.
5. Operate at a professional level with substantial responsibility for individual and group work to initiate, lead and solve complex and undefined issues of human resources and people analytics, and conduct professional peer reviews during business and management projects.

Learning Resources

Talya Bauer, Berrin Erdogan, David Caughlin and Donald Truxillo (2024) Human Resource Management: People, Data and Analytics, Second Edition. SAGE

Course Content

1. Introduction to Human Resource Management
2. Strategic HRM, Data-Driven Decision-Making, and HR Analytics
3. The Analysis and Design of Work in Organizations
4. Workforce Planning and Recruitment
5. Selection Processes and Procedures
6. Training, Development, and Careers in Organizations
7. Performance Management
8. Managing Employee Separations and Retention
9. Rewarding Performance
10. Employee Safety and Wellbeing