



Lok Jagruti Kendra University
University with a Difference



L.J. School of Management

Course Teaching Plan

Course Code: 340039403

Course Credit: 4

Course Title: Human Resource Analytics

Course Introduction:

HR Analytics validates your mastery in the area. It demonstrates that you have exceptional skills in managing and running HR Analytics functions successfully in an organization. Going beyond the conceptual framework and its execution, knowledge related to the HR Analytics empowers you with implementation capabilities at strategic and execution level.

Course Objective:

- To familiarise the students with the latest trends in Human Resource Management era.
- To enable students to make fact based decision making based on available data
- To enable to students to understand the interpretation of the analysis.

Course Learning Objective:

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

1. Explain preparation of human resource metrics to support business improvement
2. Identify and use human resource data in organizations for decision making
3. Develop an action plan to drive the use of human resource measurement in organizations

COPO Matrix

	PO1	PO2	PO3	PO4	PO5
CO1	3	2	2	-	-
CO2	1	3	3	1	2
CO3	3	3	2	2	1

Unit I	Introduction to Human Resource Analytics
	<ul style="list-style-type: none"> • Understanding HR indicators, metrics and data • Frameworks for HR Analytics: LAMP Framework, HCM 21 Framework
Unit II	Statistics for HRM
	<ul style="list-style-type: none"> • Statistical analysis for HR (regression analysis, measures of central tendency) • Graphs, tables, spreadsheets
Unit III	Benchmarking and best practices
	<ul style="list-style-type: none"> • Staffing, supply and demand forecasting, • Total compensation analyses • Performance Analytics • Attrition Analytics • Learning and Development Analytics, Diversity Analytics, Employee engagement analytics • Employee satisfaction analytics
Unit IV	Measuring HR Contribution
	<ul style="list-style-type: none"> • Developing HR Scorecard • Developing HR Analytics Unit: Analytics Culture • Analytics for decision making

1. Assessment Scheme :

Specific assessment method	% Weightage	Theory	Practical
Exam	50%	√	
Quiz	10%	√	
Introduction to Excel	30%		√
Introduction to Data visualization tools	10%		√

Suggested Readings:

Text Book	1. Fitz-Enz, J., The New HR Analytics: Predicting the Economic Value of Your Company's Human Capital Investments, American Management Association
	2. Bassi, L., Carpenter, R., and McMurrer, D., HR Analytics Handbook, Reed Business
	3. Prasad, B. V. S., and Sangeetha, K., HR Metrics: An Introduction, IUP
	4. Becker, B.E., Huselid, M.A., Ulrich, D., The HR

	Scorecard: Linking People, Strategy and Performance, Harvard Business School Press.
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