

HRM 203– Human Resources Analytics

3 credits, 3 hours lecture

Course Description

Most organizations will express that people are their most important asset. Therefore, how can HR professionals continue to make gains as a strategic business partner by both managing people more effectively and by leveraging data analytics? Measure it, then manage it. HR analytics (also known as people analytics) is the collection and application of talent data to improve critical talent and business outcomes. HR analytics leaders enable HR leaders to develop data-driven insights to inform talent decisions, improve workforce processes and promote positive employee experience.

Pre and Co-requisites

None

Course Learning Outcomes (CLOs)

Upon successful completion of the course, the student shall be able to:

CLO1 Understand the basic principles of using HR analytics to improve collaboration between employees and between departments to meet goals, whether it's driving innovation or efficiency

CLO2 Leverage data analysis to separate skill from luck; identify internal biases; and understand the staffing cycles of hiring, internal mobility, and attrition

CLO3 Understand the four key factors in measuring performance: regression to the mean, sample size, signal independence, and process versus outcome

CLO 4 Initiate and manage people analytics projects to help you reach your organizational goals

CLO 5 Design an organizational structure built for recruiting top talent and competitive advantage

CLO6 Apply the numerous HR functions to current business issues.

CLO 7 Identify the value of Recruitment, Selection, Training, Labour Relations, and the Canadian legal context in which these functions exist and use the various ways to create and recommend solutions for business.

CLO 8 Translate Canadian Employment laws and how they impact the noted functions, then be able to build applicable HR Policies where strategically appropriate.

CLO9 Explain the value of Strategic Compensation, Performance Management, and HR Planning systems and the different competitive strategies they support then build methodologies for alignment.

CLO 10 Recognize the different HR functions in order to build and recommend successful HR strategies that support organizational goals.

Evaluation

Assessment Type	Percentage
Tests	75%
Projects	25%
Total	100%

Course Completion Requirements

Minimum passing mark of 50% or D is required.

Grading Scale

4.0 Grade Scale	Alpha Grade	Percentage Grade
4.0	A+	93-100
4.0	A	85-92.9
3.7	A-	80-84.9
3.3	B+	77-79.9
3.0	B	74-76.9
2.7	B-	70-73.9
2.3	C+	67-69.9
2.0	C	64-66.9
1.7	C-	60-63.9
1.3	D+	55-59.9
1.0	*D	50-54.9
0.0	F	0-49.9

Land Acknowledgement

We respectfully acknowledge that Keyano College is on Treaty No. 8 Territory, the ancestral and traditional territory of the Cree, Dene, and Métis people.

Review Date: March 4, 2024

Every effort has been made to ensure that information in this course outline is accurate at the time of publication. Keyano College reserves the right to change courses if it becomes necessary so that course content remains relevant. In such cases, the instructor will give the students clear and timely notice of the changes.

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