

## MBA 424: HR ANALYTICS

Teaching Scheme	Examination Scheme
Lectures: 4 hrs./Week	Class Test -12Marks
Tutorials: 1 hrs./Week	Teachers Assessment - 6Marks Attendance – 12 Marks
Credits: 4	End Semester Exam – 70 marks

### Course Objectives:

- HR analytics is the application of statistics, modelling, and analysis of employee-related factors to improve business outcomes, HR analytics is also often referred to as, People analytics, Talent analytics, Workforce analytics
- This course will focus on the practical application of advanced HR analytics in a variety of people-related issues in an organisation.
- To develop student's skills to develop HR systems on the basis of data using analytics
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- To develop skills to leverage R studio and make people-related decisions on the basis of data in the organisation

Hours: 40

### UNIT 1 Formation of Optimal Team with Various Job Roles and Constraints

Select a team for various job roles from a pool of candidates. Most importantly, I learned how to superimpose various headcount constraints and financial constraints to recommend optimal solutions regarding team formulation.

### UNIT 2. Working with R Studio

Learning basic syntax and environment of R studio. Installing packages, seeking help etc.

### UNIT 3 . Predictive HR Analytics using Logistic Regression and Artificial Neural Network

Assessment of Learning Styles using Logistic Regression, developing early warning systems to predict attrition of an employee

### UNIT 4. Basics of Text Analytics and its Usage in HR

Sentiment Analysis and word cloud formation, Sentiment Analysis of Qualitative Interview Data, Data Scrapping from the Glassdoor page of an organisation and analysing

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**COURSE OUTCOMES:** After completion of this course, the student will be able to

<b>COURSE OUTCOMES DESCRIPTION</b>	
<b>C01</b>	DESCRIBE the use of HR Analytics in an organisation.
<b>C02</b>	ENUMERATE the emerging trends and practices in HR Analytics
<b>C03</b>	ILLUSTRATE using advanced HR Analytics to solve people-related issues in the organisation.
<b>C04</b>	DEMONSTRATE the value addition done by HR Analytics in various functions of HR.
<b>C05</b>	RANKING and COMPARISON of various criteria and alternatives available in a multiple criteria decision-making situation in HR.
<b>C06</b>	DEVELOP models using HR Analytics to support strategic HRM.

<b>Employability Skills</b>	<b>Measuring Tools</b>
This course will employ a comprehensive blend of classroom instruction, R studio Presentation, and practical exercises. The most significant aspect of the system is the students' active engagement, and as a result, class participation scores have been recorded for the students.	Class Presentation PPT Report Individual Project


**Details of Textbook/ References**

**Text Books:**

- T1: Fitz-enz, J., Mattox II, J. (2014). Predictive Analytics for Human Resources. Wiley Publication
- T2: Kumar, R. (2011). Research Methodology (3<sup>rd</sup> Edition). Sage Text Publication.

**Reference Books:**

- R1: Bhattacharyya, D. (2017). HR Analytics: Understanding Theories and Applications. Sage Texts
- R2: Waters, S., Streets, V. (2018). The Practical Guide to HR Analytics. Society for Human Resource Management.

  
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