

MGMT 530 People Analytics for Leaders

Course Description

The 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 introduces these insights and the use of data to improve the practice of managing people within organizations. All practices and approaches are backed up by robust empirical evidence. Ethical considerations relating to the use of data about the organization's workforce are discussed. The course uses lectures, case analyses, class discussions, and hands-on exploration of various data sets.

Course Learning Outcomes

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 HR management and analytics to enhance managerial decision making.
3. Apply qualitative and quantitative methods to solve HR problems using empirical HR data.
4. Evaluate HR analytics and communicate findings effectively to diverse audiences.
5. Operate at a professional level with substantial responsibility for individual and group work on complex HR issues.

Learning Resources

- Bauer, T., Erdogan, B., Caughlin, D., & Truxillo, D. (2024). Human Resource Management: People, Data and Analytics, 2nd Ed. SAGE.

Course Content

- Introduction to Human Resource Management
- Strategic HRM and HR Analytics
- Work Analysis and Design
- Workforce Planning and Recruitment
- Selection Processes
- Training and Career Development
- Performance Management
- Employee Separation and Retention
- Rewarding Performance
- Employee Safety and Wellbeing