



INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

Dundigal - 500 043, Hyderabad, Telangana

COURSE CONTENT

HR METRICS AND ANALYSIS								
IV Semester: MBA								
Course Code	Category	Hours / Week			Credits	Maximum Marks		
CMBE58	Elective	L	T	P	C	CIA	SEE	Total
		2	-	-	2	40	60	100
Contact Classes: 45	Tutorial Classes: Nil	Practical Classes: Nil			Total Classes: 45			
Prerequisite: Human Resource Management								
SDGs Mapped: SDG 9 (Industry, Innovation and Infrastructure), SDG 8 (Decent Work & Economic Growth)								

I. COURSE OVERVIEW:

This course imparts knowledge in respect of HR analytics and HRIS and also HR metrics. The course also provides the information relating to equality to be maintained and the diversity strategies. The course intends to give specific evaluating methods of reliability and validity of HR data and to take necessary measures to control employee turnover and measures to be taken for improvement of employee performances and its evaluation methodologies and performance monitoring techniques and also concentrates on necessary measures to be taken to control the stress levels of employees.

II. COURSE OBJECTIVES:

The students will try to learn:

- The role and importance of HR analytics, and the ability to track, store, retrieve, analyses and interpret HR data.
- The theory, concepts about the methodology and situations in which the organization have to be diversified.
- Types of recruitment and selection methods for the purpose of attaining the competitive personnel to deal with critical job roles.
- The performance of various employees in the organization for providing training and development programs.
- Concept of stress management and mediation and modernization of organizations.

III. COURSE OUTCOMES:

At the end of the course students should be able to:

- CO1 Summarize on HR analytics evolution and metrics and framework for implementing in modern organizations.
- CO2 Demonstrate the inclusion and measuring and testing diversity with respect to human resources in organizations
- CO3 Differentiate the reliability and validity of selection models and bases for selection
- CO4 Examine the performance of employees and the measures to be taken to control employee turnover.
- CO5 Implement the effectiveness of predicting employee performance, assessing training needs with detail report that critically analyze.
- CO6 Describe the various methods of performance monitoring for the performances employees are to be monitored.

IV. COURSE CONTENT:

MODULE-I- INTRODUCTION TO HR ANALYTICS: (09)

HR Analytics-Evolution of HR Analytics, HR information systems and data sources, HR Metric and HR Analytics, Evolution of HR Analytics; HR Metrics and HR Analytics; Intuition versus analytical thinking; HRMS/HRIS and data sources; Analytics frameworks like LAMP, HCM:21(r) Model.

MODULE -II-DIVERSITY ANALYSIS: (08)

Equality, diversity and inclusion, measuring diversity and inclusion, Testing the impact of diversity, Workforce segmentation and search for critical job roles.

MODULE -III-RECRUITMENT AND SELECTION ANALYTICS: (10)

Evaluating Reliability and validity of selection models, finding out selection bias,

Predicting the performance and turnover

MODULE -IV-PERFORMANCE ANALYSIS: (10)

Predicting employee performance, training requirements, evaluating training and development, Optimizing selection and promotion decisions.

MODULE -V-MONITORING IMPACT OF INTERVENTIONS: (08)

Tracking impact interventions, Evaluating stress levels and value-change. Formulating evidence-based practices and responsible investment. Evaluation mediation process, moderation and interaction analysis.

V. TEXT BOOKS:

1. Michael J.Walsh, “HR Analytics Essentials”, Vibrant Publishers, Jan, 2021.
2. Bharti Motwani, “ HR Analytics:Application and Design”, Wiley Publisher, June 2021.
3. Poonam Kaushal, Sakshi Vashisht, “HR Metrics and Analytics”, Walnut Publication, 2020.
4. Jac FITZ-ENZ, “The NEW HR Analytics”, HarperCollins Focus Publisher, 2018.
5. Dipak Kumar Bhattachar, “ HR Analytics”, Sage Publications India Private, May 2017

VI. REFERENCE BOOKS:

1. Sund mark, Lyndon “Doing HR Analytics: Handbook with R examples. First Edition, Lyndon Sund mark publication, USA.
2. Ramesh Soundrrajan, Kul deep Singh,” Winning on HR Analytics “First Edition, Sage publications.
3. Pratush Banerjee, Jatin Pandey, Manish Guptha, “Practical Applications of HR Analytics” First Edition, Sage publications.

VII. WEB REFERENCES:

1. <https://play.google.com/books/reader?id=pUCPwDG8Qj8C&hl=en&pg=GBS.PR8>
2. <https://play.google.com/books/reader?id=EXiJDwAAQBAJ&hl=en&pg=GBS.PR11>
3. <https://play.google.com/books/reader?id=BTxwDQAAQBAJ&hl=en&pg=GBS.PT26.w.0.0.252>

VIII. E-TEXT BOOKS:

1. <https://www.pdfdrive.com/predictive-hr-analytics-mastering-the-hr-metric-e188006190.html>
2. <https://www.pdfdrive.com/hr-metrics-and-workforce-analytics-e20835652.html>