

HRM 203, Human Resources Analytics.

3 credits, 3 hours lecture

Course Description

HR analytics implies the collection and application of talent data to improve critical talent and business outcomes. HR analytics enables HR professionals to develop data-driven insights to inform talent decisions, improve workforce processes and promote positive employee experience. Students will learn advanced methods of measuring the effectiveness of initiatives such as rewards, morale enhancement, productivity, leadership, etc.

Pre and Co-requisites

BUS 103, 107, 117, 191, 270, 299, HRM 100.

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.

CLO4 Initiate and manage people analytics projects to help you reach your organizational goals.

CLO5 Design an organizational structure built for recruiting top talent and competitive advantage.

CLO6 Apply the numerous HR functions to current business issues.

CLO7 Identify the value of Recruitment, Selection, Training, Labor Relations, and the Canadian legal context in which these functions exist and use the various ways to create and recommend solutions for business.

CLO8 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.

CLO10 Recognize the different HR functions in order to build and recommend successful HR strategies that support organizational goals.

Evaluation

Assessment Type	Percentage
Test 1	25%
Test 2	25%
Test 3	25%
Project	25%
Total	100%

Course Completion Requirements

Minimum passing mark of 50% or D is required.

HRM203 A/HR

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: November 26, 2024

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