Meeting time and location: Mondays, 2:00-4:50 PM 25-AUG-19 to 14-OCT-19, Room 43 LER.


Course Grade: 75% Course Project and Homeworks
25% Class Participation

Course Project: This is a group project. Each team will consist of 3 people and should have at least: 1 male, 1 female, one domestic, and one international student. It will prepare a report that describes its HR Data Analytics analyses and results.

Your report should have the following sections:

- Executive summary
- The business: describe the organization for which you conducted the analysis
- Describe the business problem you addressed.
- Summarize the data that were available for your work. What were the key elements in the data set?
- Analyses: What were the analyses that you conducted?
- Findings: What did you find?
- Implications and conclusions: What do the findings mean? What are your recommendations for the future?

Each team will give a 12 minute presentation on the last class (October 14th). For this presentation, assume you are briefing the CEO about your work, key findings, and their business implications.

**Course Outline**

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
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<tbody>
<tr>
<td>8/26</td>
<td>Gaining a competitive advantage with HR Data Analytics</td>
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<tr>
<td></td>
<td>Excel – Functions and Formulas</td>
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<td><strong>Project:</strong> Form teams</td>
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</tbody>
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Reading: E&E Chapter 1 and 2, just skim the material on SPSS to get an idea of what it can do

9/2  No Class, Labor Day

9/9  Bob Motion, Raytheon
     Excel — More on Functions and Formulas
     Project— Turn in your team name and team members
     Reading: E&E Chapter 3

9/16 Chuck Fields, Edgeworth Economics
       Review of statistics for data analytics
       Excel – Charts and Graphs
       Reading: Continue reading E&E Chapter 3

9/23 Data analytics for diversity and inclusion
       Excel -- Pivot Tables and Dashboards
       Reading: E&E Chapter 4

9/30 Koren Ichihara, Abbvie
       Michael Walsh, Eaton
       Reading: E&E Chapter 7

10/7 More on gaining a competitive advantage with HR Data Analytics
       Research Methods
       Reading: E&E Chapter 8

10/14 Presentation of projects

10/18 **Projects Due**