Meeting time and location: Mondays, 2:00-4:50 PM 25-JAN-21 to 15-MAR-21, Room 35/43 LER and Zoom.


Course Grade: 90% Course Project and Homeworks 10% 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. The team should prepare a written 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?

The written report is due March 19th by 5 PM.

Each team will also give a 12 minute presentation on the last class (March 15th). 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>
</tr>
</thead>
<tbody>
<tr>
<td>1/25</td>
<td>Bob Motion, Raytheon  &lt;br&gt;Gaining a competitive advantage with HR Data Analytics</td>
</tr>
</tbody>
</table>
**Project:** Form teams
Reading: E&E Chapter 1 and 2, just skim the material on SPSS to get an idea of what it can do

**2/1**
Michael Walsh, Eaton
Excel – Functions and formulas
Homework #1, on Compass website, complete this before the next class, but this assignment is not turned in.
Project – Email your team name and team members to me
Reading: E&E Chapter 3, pp. 61-96

**2/8**
Hilary Spala, Kellogg
Review of statistics for data analytics
Reading: E&E Chapter 3, pp. 97-119

**2/15**
Kai Shen
Excel – More on Functions and formulas
Homework #2, due on 2/22
Reading: E&E Chapter 4

**2/22**
Excel – Charts and Graphs
Data analytics for diversity and inclusion
Homework #3, due on 3/1
Reading: E&E Chapter 5

**3/1**
Maura McVey, Tide Cleaners
Excel -- Pivot Tables and Dashboards
Reading: E&E Chapter 7

**3/8**
More on gaining a competitive advantage with HR Data Analytics
Research Methods
Reading: E&E Chapter 8

**3/15**
Presentation of projects

**3/19**
**Written Report Due**