

**LER 590HDA  
HR Data Analytics**

**Fritz Dragow  
Spring 2021**

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

Textbook: Edwards, M. R., & Edwards, K. (2019). *Predictive HR analytics: Mastering the HR metric* (2<sup>nd</sup> Ed.). London: KoganPage. Note: the first edition is also fine for this course

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 19<sup>th</sup> by 5 PM.

Each team will also give a 12 minute presentation on the last class (March 15<sup>th</sup>). For this presentation, assume you are briefing the CEO about your work, key findings, and their business implications.

Course Outline

Date      Topic

1/25      Bob Motion, Raytheon  
Gaining a competitive advantage with HR Data Analytics

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**