

**LER 590HDA  
HR Data Analytics**

**Fritz Dragow  
Fall 2019**

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

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: 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 14<sup>th</sup>). For this presentation, assume you are briefing the CEO about your work, key findings, and their business implications.

Course Outline

<u>Date</u>	<u>Topic</u>
8/26	Gaining a competitive advantage with HR Data Analytics Excel – Functions and Formulas <u>Project</u> : Form teams

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**