Business Administration

Course Number: **BUAD 411**

Course Title:

Professors

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Learning Outcomes

> Evaluate the purpose and role of HR metrics & analytics in strategy implementation.
> Explain the advantages of a human capital approach to HR and workforce measurement.
> Create strategy-specific HR value chains that link HR deliverables to strategic goals.
> Apply principles of good measurement to develop meaningful HR & workforce measures.
> Describe the technology and tools required to analyze HR and workforce data.
> Justify HR and workforce metrics to decision makers.

Course Objectives

> This course will cover the following: see the Course Schedule for weekly details.

Required Texts/Resources

Becker, B. E., Huselid, M. A., & Ulrich, D. (2001). *The HR scorecard: linking people, strategy, and pe Se ér𝟷ạnφ𝟷𝟸₫₫eW*nBTฮTf10฿Tm₲n)฿฿s(ŏglฆ฿ss: peusearv Bngfur*

Course Schedule

Week	Date		
		Monday, Jan 6 First Day of Regular Classes Monday, Feb 17 Family Day (no classes) Tuesday-Friday, Feb 18-21 Reading Break (no classes) Thursday, Apr 9 Last Day of Regular Classes	WS = Workforce Scorecard HRS = HR Scorecard
1	Jan 6/8	Intro to metrics, analytics & human capital	
2	Jan 13/15	Measuring HR value & strategic alignment	WS Ch. 1 HRS Ch. 1
3	Jan 20/22	strategic influence: perspectives & measures *Begin Phase I: Introduction of Case*	WS Ch. 2 HRS Ch. 2
4	Jan 27/29	Strategy maps & HR value chains	Handouts
5	Feb 3/5	Building & linking workforce & HR scorecards	WS Ch. 3 & 4 HRS Ch. 3
6	Feb 10 **Feb 12**	*Begin Phase II: Creating Scorecards* **Midterm Exam**	ABC Case
	~~Feb 17/19~~	Family Day & Reading Break no classes	
7	Feb 24/26	Data manipulation and exploration Data visualization and interpretation	Handouts
8	Mar 2/4	***First West: Technology & Tools (TBD)***	Handouts
9	Mar 9/11	The development of meaningful measures Team project workshop	WS Ch. 5 HRS Ch. 5
10	Mar 16/18	HR infrastructure alignment: internal & external *Begin Phase III: Implementing Workforce Strategy*	HRS Ch. 6
11	Mar 23/25	Implementation: process & shared responsibilities	WS Ch. 7 HRS Ch. 8
12	Mar 30 Apr 1	Future directions for managing human capital Team project workshop	Handouts
13			