

The title of the course	Human Resources Analytics
Faculty	Faculty of Management and Transport
The level of studies	Undergraduate (BA) Postgraduate (MA)
Semester	winter or summer
The form of classes and number of hours	25-30 h – preparing for the classes based on the newest literature review supported by the teacher 10 h – workshop with the teacher 25-30 h – collecting data to analyze by student 15-20 h – analyzing collected data 10-15 h – preparing the final report 5 h – discussion of results with the teacher
Classes conducted for Polish students. Erasmus students can join them	-
Language of instruction	English
The number of ECTS	4 ECTS
Teacher	Agnieszka Zielińska, Ph.D.
The aims of the course (maximum 500 characters)	<p>This course aims to understand HR analytics as to the process of collecting and analyzing Human Resource data to improve an organization's workforce performance. Different HR indicators will be measured to show how to implement them into business practice.</p> <p>Course is dedicated for students who aspire to work as HR Analytics, HR Business Partner, HR Manager or HR Director in entrepreneurs. Knowledge will be useful also for future managers or directors in enterprises.</p>
The content of the course: main topics and key ideas	<ul style="list-style-type: none"> • introduction to Human Resources Analytics • collecting data • measurement • key metrics • examples of HR analytics metrics • pros and cons of HR Analytics • case studies
Didactics methods	Workshop, own project with the presentation, case studies, conversation
Course requirements	Attendance, presentation of the report
Literature (basic and supplementary)	<p>Basic:</p> <ol style="list-style-type: none"> 1. "The Practical Guide to HR Analytics: Using Data to Inform, Transform, and Empower HR Decisions" (2018) Published

	<p>by: Society For Human Resource Management</p> <p>Supplementary (selected positions):</p> <ol style="list-style-type: none"> 2. "Predictive HR Analytics. Mastering the HR Metric", Martin R. Edwards, K. Edwards (2019), published by Kogan Page Limited. 3. "Data-Driven HR: How to Use Analytics and Metrics to Drive Performance 1st Edition", B. Marr (2018), Kogan Page; 1st edition 4. "Fundamentals of HR Analytics: A Manual on Becoming HR Analytical", F Diez (2019), Emerald Publishing.
<p>The effects of the education</p> <ul style="list-style-type: none"> - knowledge - skills - social competences 	<p>Knowledge of human resources Analytics The student can understand and apply data analytic in Human Resources Management.</p> <p>Student has clear understanding of the many forms, types, applications, interpretations, and capabilities of HR analytics.</p> <p>Student can use data to solve real HR challenges in organizations and demystifies analytics with clear guidelines and recommendations for making the business case.</p>