

# Business Administration

Course Number: **BUAD 411**

Course Title: **HR METRICS & ANALYTICS**

Credits: 3

Calendar Description: This course provides learners with an opportunity to apply a human capital approach to the development of human resources and workforce measures that are aligned with an organization's strategy.

Semester and Year: **Winter 2023**

Prerequisite(s): BUAD 269, BUAD 340, and third year

**Professors**

Name	Phone number	Office	Email
Roger Wheeler	250-762-5445 #4226	Kelowna: C119	<a href="mailto:rwheeler@okanagan.bc.ca">rwheeler@okanagan.bc.ca</a>

**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 performance. Boston, Mass.: Harvard Business School Press.

Huselid, M. A., Becker, B. E., & Beatty, R. W. (2005). The workforce scorecard: managing human capital to execute strategy. Boston, Mass.: Harvard Business School Press.

**Recommended Reading**

Fitz-enz, J. (2010). The new HR analytics: predicting the economic value of your company's human capital investments. New York: AMACOM

**Evaluation**

Team Project (team)	30%
Term Work (Individual)	20%
Midterm Exam*	20%
Final Exam*	30%
<b>Total</b>	<b>100%</b>

\* Students must earn half of all available exam marks to achieve a passing grade in the course.

**Notes**

Late submission of deliverables will be subject to penalties, as determined by the professor.

**Course Schedule**

## **SKILLS ACROSS THE BUSINESS CURRICULUM**

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The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

## **STUDENT CONDUCT AND ACADEMIC HONESTY**

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### **What is the Disruption of Instructional Activities?**

At Okanagan College (OC), disruption of instructional activities includes student “conduct which interferes with examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study facilities of OC”, as well as conduct that leads to property damage, assault, discrimination, harassment and fraud. Penalties