Rajeev Institute of Technology

Department of Management Studies

Lesson Planning

Subject Name: HR Analytics **Subject Code:** 20MBAHR304 **No. of Lecture Hours:** 55	**Semester & Year:** III Sem, 2022 **Name of faculty: Ayesha Zeba** **Date of Commencement:**28/11/2022 **Last date of Semester:** 18/03/2023

Lecture Hours	Portion Planned	Source/Materials/Books
L1	Evolution of Business Analytics, Motivation for Studying Business Analytics	1. Practical Applications of HR Analytics by Pratyush, Banerjee; Jatin Pandey; Manish Gupta 2. HR Analytics- Understanding Theories and Applications by Bhattacharya, Dipak Kumar 3. Winning on HR Analytics Leveraging Data for Competitive Advantage by Ramesh, Soundarajan and Kuldeep Singh
L2	Emergence of Business Analytics,	
L3	Advantages of Business Analytics	
L4	Making the Best Use of Business Analytics	
L5	Challenges to Business Analysts	
L6	Analytics in Different Domains of Business, Levels of Analytics Maturity.	
L7	Meaning of HR Analytics; Pitfalls of HR Analytics	
L8	What is not HR Analytics; Evolution of HR Analytics,	
L9	Levels of Analysis, Conducting HR Analytics,	
L10	Who Are Applying HR Analytics, Future of HR Analytics,	
L11	Scope of Big Data in HR Analytics, Scope of Text Analytics in HR Analytics.	
L12	HR Metrics, Types of HR Metrics, Staffing Metrics,	
L13	Training and Development Metrics	
L14	Application of Excel Functions in Creating HR Dashboards, Storyboarding: Connecting the Dots and Integrating the Findings.	
L15	Application-oriented Exercises: Dashboards: Few Key Excel Add-ins/Functions to Help Create Dashboards, Name Range, The Developer Tab	
L16		
L17		
L18		
L19	Form Controls, Important Excel Formulas Useful for Creating Dashboards, VLOOKUP, INDEX, SUMIF, AVERAGEIF and COUNTIF	
L20		
L21	Correlation Analysis, Output of Correlation Analysis, The Case of Outlier	
L22	Software for Statistical Analysis 1- GNU PSPP	

L23	Plotting Scatter Plot in PSPP, Conducting Correlation in PSPP ,	
L24	Software for Statistical Analysis 2: R and R Commander,	
L25	The Advantage of Free OSS over Closed Software, Simple Linear Regression Analysis, Co-variation of the Cause and Effect	
L26	Temporal Precedence, Plausible Alternative Explanations, Assumptions of Regression Analysis	
L27	Interpretation of the Output of Simple Linear Regression Analysis, Conducting Simple Linear Regression Analysis in PSPP	
L28	Conducting Simple Linear Regression Analysis in R Commander	
L29	Multiple Regression Analysis, Interaction Effects.	
L30	One-Sample T-test, Null and Alternate Hypotheses, One-Sample T-Test	
L31	Assumptions of One-Sample T-test , Conducting One-Sample T-Test in PSPP	
L32	Conducting One-Sample T-Test in R Commander, Interpreting the Output of One-Sample T-Test	
L33	Paired Sample T-Test, Conducting Paired-Sample T-Test in PSPP, Conducting Paired-Samples T-Test in R Commander	
L34	Independent-Sample T-Test, Conducting Independent-Sample T-Test in PSPP	
L35	Conducting Independent-Sample T-Test in R Commander, Analysis of Variance,	
L36	Conducting Independent One-Way ANOVA in PSPP	
L37	Conducting Independent One-Way ANOVA in R Commander	
L38	Steps to Analyse the Output of ANOVA, Advanced Concepts.	
L39	Logistic Regression with Single Nominal Predictor	
L40	Assumptions of Logistic Regression Analysis Conducting Logistic Regression Analysis in PSPP	
L41	Conducting Logistic Regression Analysis in R Commander, The Output of Logistic Regression Analysis	
L42	Advanced Concepts , Pros and Cons of Logistic Regression as a Supervised Learning Algorithm; Factor Analysis and Cluster Analysis	
L43	Factor Analysis, Assumptions of Factor Analysis, Considerations Before Conducting Factor Analysis;	
L44	Conducting Factor Analysis in PSPP, Conducting Factor Analysis in R Commander,	
L45	Interpretation of the Output of Factor Analysis, Cluster Analysis, Assumptions of Cluster Analysis, Conducting	
L46	Cluster Analysis in PSPP, Conducting Cluster Analysis in R Commander	
L47	Conducting Cluster Analysis in Rattle,	
L48	Interpreting the Output of Cluster Analysis	
L49	Advanced Concepts	
L50	Portfolio Revision, Portfolio evalualtion	
L51 L52 L53 L54 L55	Revision	

Signature of Faculty **Signature of HOD**