PANIPAT INSTITUTE OF ENGINEERING AND TECHNOLOGY
PANIPAT
Department of Management Studies

Semester: 3rd

Course Title: Human Resource Metrics and Analytics   Course No. HRM-304

Sr. No.	Lecture No.	Topics to be covered	Target Outcome
1	L-1	Introduction to HR Analytics: Concept, Perspectives, and Evolution	CO1
2	L-2	Need for HR Analytics and Changing HR Dynamics **Case Study: Is HR the Most Analytics-Driven Function?**	CO1
3	L-3	HR Metrics: Concept and Importance	CO1
4	L-4	HR Scorecard & HR Benchmarking	CO1
5	L-5	Analytic Capabilities and the Analytic Value Chain	CO2
6	L-6	Applications of HR Analytics in Business Decisions	CO2
7	L-7	HR Analytics Frameworks and Models	CO3
8	L-8	Methodology for Implementing HR Analytics	CO3
9	L-9	Preparing for an HR Analytics Unit: Tools and Techniques	CO3
10	L-10	Developing an Analytics Culture in the Organization **Case Study: Is Your Company Ready for HR Analytics?**	CO3
11	L-11	Engaging with Stakeholders in HR Analytics	CO3
12	L-12	Role of Coaches and Technological Know-how	CO3
13	L-13	Building an Effective HR Analytics Team	CO3
14	L-14	Importance of Leadership in Promoting HR Analytics Culture	CO3
15	L-15	Overcoming Resistance to HR Analytics Implementation	CO3

Sr. No.	Lecture No.	Topics to be covered	Target Outcome
16	L-16	Communicating Insights Through Storytelling and Visualization	CO3
17	L-17	Understanding HR Data: Data Types and Data Quality	CO3
18	L-18	Data Governance: Principles and Practices	CO3
19	L-19	Resolving Data Issues: Efficiency, Effectiveness, and Business Outcomes **Case Study: Data-Driven Dilemmas at Precision tech**	CO3
20	L-20	HR Analytics Execution and Reporting	CO3
21	L-21	Determining Key Performance Indicators (KPIs)	CO3
22	L-22	Introduction to Predictive Analytics in HR	CO4
23	L-23	Regression Analysis for HR Decision Optimization	CO4
24	L-24	Correlation Analysis for Identifying Relationships in HR Data	CO4
25	L-25	Optimization Techniques in HR Decision-Making	CO4
26	L-26	Trend Analysis: Applications in HR	CO4
27	L-27	Workforce Modeling for HR Strategy Planning	CO4
28	L-28	Structural Equation Modeling for Predictive Analysis	CO4
29	L-29	Future of HR Analytics: Opportunities and Challenges	CO4
30	L-30	Emerging Data Sources in HR Analytics	CO4
31	L-31	Evolving Technology and Its Role in HR Analytics	CO4
32	L-32	Last year question Paper: Session 1	
33	L-33	Revision	

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34	L-34	Quiz	