Course Descriptions None 2020-2021

Course Title	HR Analytics
Course Code	EBC2183
ECTS Credits	6,5
Assessment	Whole/Half Grades

Period

Period	Start	End	Mon	Tue	Wed	Thu	Fri
N/A	1-1-1900	1-1-1900					

Level	no level
Coordinator	For more information:
Language of instruction	English
Goals	
Description	Organizations are increasingly scrutinizing their HR-data in order to recruit, retain, develop, and promote the best employees and leaders in order to survive in today's "war for talent". Additionally, analysing HR data can reveal new ways for improving individual, team, and organizational functioning and performance and can thus benefit organizational stakeholders. In light of these developments, knowing how to unlock such HR-data can be a competitive advantage for the individual who possesses these skills, as well as for the company who employs such professionals or hires consultants with this expertise. In this course, a range of topics will be discusses, such as "how to identify key data sources", "how to collect and analyse high-quality data", and "how to turn this into helpful insights". We will use a variety of sources to learn more about HR analytics, including a textbook, cases, as well as contemporary scientific insights.
Literature	
Prerequisites	
Keywords	
Teaching methods	
Assessment methods	
Evaluation in previous academic year	For the complete evaluation of this course please click http://iwio-sbe.maastrichtuniversity.nl/rapporten.asp?referrer=codeUM
This course belongs to the following programme / specialisation	