

## Course Descriptions None 2022-2023

Course Title People Analytics

Course Code EBC2183

ECTS Credits 6,5

Assessment Whole/Half Grades

Period	Start	End	Mon	Tue	Wed	Thu	Fri
4	6-2-2023	31-3-2023		X			X

Level no level

Coordinator Simon de Jong For more information:s.dejong@maastrichtuniversity.nl

Language of instruction English

Goals Students will learn:

- \* What the core principles of people analytics are
- \* How to address people analytics research questions
- \* How to apply people analytical theory/methods to address practical challenges
- \* How to effectively communicate about people analytics

Description PLEASE NOTE THAT THE INFORMATION ABOUT THE TEACHING AND ASSESSMENT METHOD(S) USED IN THIS COURSE IS WITH RESERVATION. A RE-EMERGENCE OF THE CORONAVIRUS AND NEW COUNTERMEASURES BY THE DUTCH GOVERNMENT MIGHT FORCE COORDINATORS TO CHANGE THE TEACHING AND ASSESSMENT METHODS USED. THE MOST UP-TO-DATE INFORMATION ABOUT THE TEACHING/ASSESSMENT METHOD(S) WILL BE AVAILABLE IN THE COURSE SYLLABUS.

Organizations are increasingly analysing "people data" in order to recruit, retain, develop, and promote the best employees and leaders in order to survive, and hopefully thrive, in today's business world. Such data is also important, as it can reveal new ways for improving individual, team, and/or organizational functioning and performance. Overall, people analytics can thus benefit a range of organizational stakeholders. In light of the above, knowing how to unlock such people-data can be a competitive advantage for the individual who possesses these skills, as well as for the company that employs such professionals or that hires consultants with this expertise. In this course, a range of topics will be discussed, such as "what is people analytics?", "how to identify/assess key data sources" and "how to turn this into helpful insights". We will use a variety of sources to learn more about people analytics, including a textbook, contemporary scientific insights, as well as practical knowledge.

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

Bachelor Business Analytics

Year 3 Elective Course(s)