

HRM318 Human Capital Measurement

Level: 3

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY REGULAR SEMESTER

Synopsis:

Topics:

- The Case for Human Capital Measurement
- Understanding Measurement
- Major Approaches for Measuring Human Capital
- Aligning Human Capital Measurement to Organisational Strategy
- Creating a Data Strategy for Effective Human Capital Measurement
- Using a HRIS For HC Measurement
- Descriptive Metrics
- Generating Insights from Descriptive Analytics
- Measuring Financial Costs and Benefits of HC initiatives
- Financial Analysis Tools for Assessing Value of Human Capital
- Predictive Analytics Concepts
- Applications of Predictive Analytics across HR disciplines

Textbooks:

Human Resource Management: People, Data and Analytics' for HRM318 Human Capital Measurement' (Customised ebook) Talya Bauer, Berrin Erdogan, David Caughlin, Donald Truxillo Sage
ISBN-13: 9781529709445

HRM318 Study Guide
ISBN-13: SG-1719

Learning Outcome:

- Determine the impact and utility of human capital measurements in human capital activities
- Apply concepts and frameworks in human capital measurement that aligns with business strategy and needs
- Examine data quality issues that can affect the integrity of analysis and results
- Propose appropriate human capital metrics to monitor human capital activities
- Analyse organisational data using appropriate statistical analysis
- Apply principles of data management and data visualisation in communication of human capital measurements

Assessment Strategies - Regular Semester (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	TUTOR-MARKED ASSIGNMENT 1	45
	PARTICIPATION 1	5
Overall Examinable Components	Written Exam	50
Total		100

*The information listed is subject to review and change.