

# **HRM318 Human Capital Measurement**

**Level:** 3

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY JAN

## **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:**

HRM318 Study Guide

ISBN-13: SG-1719

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

**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 (Daytime Class):**

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

\*The information listed is subject to review and change.