

ANAL: People Analytics

NFQ Level: 8 Module Delivered In 1 programme(s) Teaching & Learning Lectures - communication of knowledge and ideas from the lecturer to the student. Problem Solving Exercises - student will work as part of a team and will work together to resolve various HRM scenarios. Class Discussion/Debate - Students will be encouraged to actively participate in the class sessions which will develop their analytical and communication skills. E-Learning - It is envisaged that the module will be supported with on-line learning materials. Self-Direct Independent Learning - the emphasis on independent learning will develop a strong and autonomous work and learning practices.			XX	University		
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No requirements listed	No requireme	ents listed				



ANAL: People Analytics

Module Content & Assessment

Indicative Content

Introduction to HR analytics

What is HR/People analytics; Contextual awareness; aligning strategic, business and operational plans;

Developing the Process

Developing a process for analysis; Levels of analysis: descriptive, predictive and prescriptive; trend analysis; diagnosing; scenario planning; risks

Knowledge Sources

Internal and external sources; quantitative and qualitative; hard and soft data; Databases - HR Systems, Data Databases and their usage

Data analysis of the HRM functions

1. Resourcing – forecasting, position surveys Recruitment and selection – internal and external Workforce planning – and flexibility Staff turnover and retention 2. HRD – learning, training and development interventions 3. Performance management and appraisal 4. Employee engagement 5. Rewards 6. Contemporary issues - diversity management

Responsibilities

Ethical and moral responsibilities; Sustainability; CSR, GDPR

Assessment Breakdown	%
Continuous Assessment	100.00%

Continuous Assessment

case st	ation/Essay/Group Project/Presentation/Case studies Example - udy analysis and problem solving, developing descriptive research	1,2,3	40.00	
· ·	ns and sources of relevant data.		10.00	Week 24
Case s	ation/Essay/Group Project/Presentation/Case studies Example - tudy analysis - using predictive and prescriptive analysis of data to roblems.	1,2,3	60.00	Sem 2 End
No Project				

No End of Module Formal Examination

SETU Carlow Campus reserves the right to alter the nature and timings of assessment



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Module Workload Workload: Full Time Average Weekly Learner Workload Workload Type Frequency Every Week Lecture 3.00 Every Week 6.00 Independent Learning Total Hours 9.00 Workload: Part Time Frequency Average Weekly Learner Workload Workload Type Every Week 1.50 Lecture Every Week Independent Learning 7.50 Total Hours 9.00

Module Delivered In									
Programme Code	Programme	Semester	Delivery						
CW_BBHRM_B	Bachelor of Business (Honours) in Human Resource Management	8	Mandatory						