

Human Resources Analytics

Prepared by Dr. Samah Abdelfatah

HRM 623

Lecture 0



Human Resources Analytics

Orientation Lecture

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www.midocean.ae



CV Summary

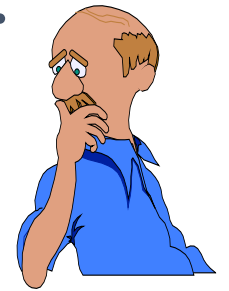
Dr. Samah Abdelfatah

- Doctor of Business Administration
- University of Khartoum
- The Head of Business Administration Department (PIUSAD)
- Executive MBA Professor Cardiff School Of Business
- Certified International Trainer From The American Canadian Board for Professional Training (ACBPT)
- Certified Trainer From Stanford University (USA).
- Member Of The Arab Training League(ATL)
- Reviewer For International Scientific Journals.

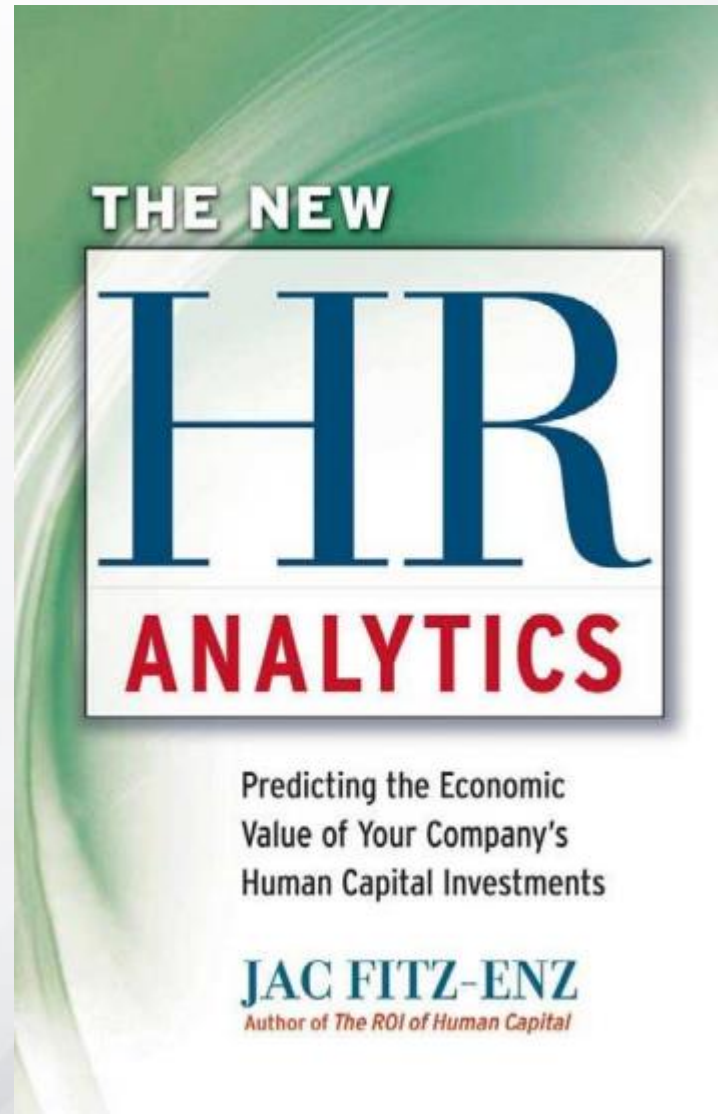
BEFORE WE START

WHAT DO YOU KNOW ABOUT HRA?

- When you say analytics, people immediately think of statistics. That is incorrect. Analytics is a mental framework, a logical progression first and a set of statistical tools second.
- HRA concerns with collecting data and analyze it to come up with results that help in decision making and improve the organizational performance.







Textbook:
Human Resource Analytics by “Dr. JAC FITZ-ENZ”

Course Description

- This course examines and emphasizes strategies and techniques to enable improved organizational and human capital decisions by directing the organizational analytics for more actionable insights.

- **Credit Hours:** 3 credit hours

The main material and reference for the course will be the textbook mentioned in the syllabus and other related materials. Lecture notes and slides are additional resources that are prepared by the professor.

Learning outcomes

- Recommend effective ways to measure and improve employee engagement to support the organization.
- Change the paradigm from perfecting HR processes to improving results.
- Distinguish the right way to measure HR from the usual turnover and safety metrics.
- Avoid the dangers of HR data mining.
- Improve organizational effectiveness by asking the right questions, selecting the appropriate data and analyses needed to answer these questions, and using the results to drive change.

PARTS OF THE BOOK

- **INTRODUCTION TO PREDICTIVE ANALYTICS**
- **THE HCM:21 MODEL**
- **THE MODEL IN PRACTICE**

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INTRODUCTION TO PREDICTIVE ANALYTICS

- **Chapter 1:** Disruptive Technology:
The Power to Predict
- **Chapter 2 :** Toward Analytics and Prediction

Part 01



THE HCM:21 MODEL

- **Chapter 3:** Scan the Market, Manage the Risk
- **Chapter 4:** The New Face of Workforce Planning
- **Chapter 5:** Collapsing the Silos
- **Chapter 6:** Turning Data into Business Intelligence

Part
02



THE MODEL IN PRACTICE

- **Chapter 7:** Impacting Productivity and the Bottom Line
- **Chapter 8:** Leveraging Human Capital Analytics for Site Selection
- **Chapter 12:** Summary And Samples: Human Capital Analytics

Part
03





الموضوع	الأسبوع
محاضرة توجيحية	الأسبوع 1
محاضرة - حلقة نقاش - اختبار قصير	الأسبوع 2
محاضرة - حلقة نقاش - اختبار قصير	الأسبوع 3
محاضرة - حلقة نقاش - اختبار قصير	الأسبوع 4
محاضرة - حلقة نقاش - اختبار قصير آخر موعد للاعتذار عن الفصل أو عن مقرر	الأسبوع 5
محاضرة - حلقة نقاش - اختبار قصير	الأسبوع 6
محاضرة - حلقة نقاش - اختبار قصير	الأسبوع 7
محاضرة - حلقة نقاش - اختبار قصير	الأسبوع 8
محاضرة - حلقة نقاش - اختبار قصير	الأسبوع 9
محاضرة - حلقة نقاش - اختبار قصير	الأسبوع 10
محاضرة - حلقة نقاش - اختبار قصير	الأسبوع 11
حلقة نقاش	الأسبوع 12
الإختبارات النهائية	الأسبوع 13
نهاية الإختبارات النهائية	نهاية الدراسة

مخطط الأسابيع الدراسية للفصل الدراسي 2024



Timing Of The Lectures

أوقات المحاضرات

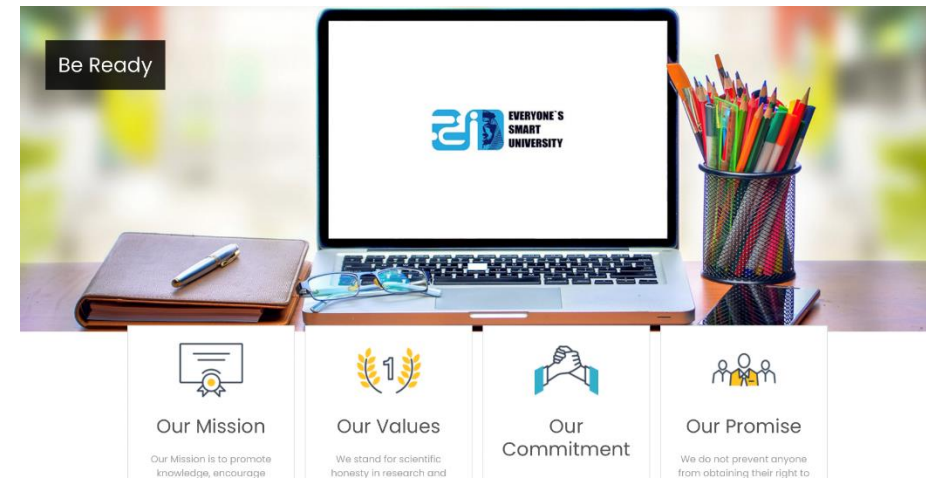


- The timings of lectures and discussions depend on the timing of Makkah for all programs.
- The duration of the recorded lecture is 80-90 minutes uploaded to the Moodle platform

- The weekly lecture will be uploaded on the educational platform Moodle on Saturday of each week at 12 noon Riyadh time
- Discussions, which are optional weekly seminars for the student to discuss what was presented in the recorded lecture for the week.

(Please review the date and duration of each course according to the schedule)

- This week is the first Orientation Lecture
- All the educational material will be uploaded to the Moodle App.



Quizzes and Exams

آلية التقييم والاختبارات



- **The short test is uploaded weekly at the same time of the lecture on Saturday of each week at ten o'clock in the evening and left open for a week, then closed on the following Saturday at nine o'clock in the evening.**
- **The test structure :MCQ/Matching/true & false/voice quiz questions**
- **Answering the quiz:**
Short test of 8 marks / 8 questions. (with a total of 80 marks)
The period for the short test is 24 minutes.

The final exam will be conducted through Moodle.

Final Exam Questions :/Matching/true & false MCQ/Audio Questions

Final exam of 20 marks.

The Evaluation



Short Quizzes

Types of exams

Final Exam

The Language

- The main language used in Slides is **(English)**
- The Explanation will be in **Arabic** but if there are scientific terms will be mentioned in **English**



Thank You