

BBS College of Engineering and Technology

Department of Business Administration

Lecture Plan

Name of Course	MBA
AKTU Course Code	KMBN HR 03
Branch	Department of Business Administration
Semester	Fourth
Subject	HR ANALYTICS
Total Number of Students	07
Name of Faculty	Dr. Sameeksha Singh
Number of Lecture Proposed	36

S. No	Unit No	Topic	CO	No of Lectures Required	Actual Date of Completion	Suggested Reference
1	1	Introduction to HR Analytics	1	01	04/03/2025	Bhattacharya Kumar Dipak, HR Analytics Understanding Theories and Applications, SAGE Publishing
2		Evolution of HR Analytics		01	06/03/2025	Barnett K, Berk J, Human Capital Analytics. Word Association Publication. Fitz-Enz J
3		HR information systems and data sources		01	11/03/2025	Bhattacharya Kumar Dipak, HR Analytics
4		HR Metrics and HR Analytics		01	18/03/2025	Understanding Theories and

						Applications, SAGE Publishing
5		Intuition versus analytical thinking, HRMS/HRIS and data sources		02	25/03/2025	Banerjee Pratyush, Pandey Jatin and Gupta Manish (2019), Practical Applications of HR Analytics, SAGE Publishing

6		Analytics frameworks like LAMP, HR Scorecard & Workforce Scorecard		02	01/04/2025	Barnett K, Berk J, Human Capital Analytics. Word Association Publication. Fitz-Enz J
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No of Lectures Required to complete Unit 1

08

7	2	Human Resource Planning and forecasting: Quantitative and Qualitative Dimensions of HR Planning, Methods and Techniques of HR Demand Forecasting,	2	01	03/04/2025	Banerjee Pratyush, Pandey Jatin and Gupta Manish (2019), Practical Applications of HR Analytics, SAGE Publishing
8		Database for Manpower Forecasting. Recruitment and Selection Analytics		02	10/04/2025	Sesil. J, Applying advanced analytics to HR management decisions: Methods for recruitment
9		Evaluating Reliability and validity of selection models		02	17/04/2025	The HR Analytics: Predicting the Economic Value of your Company's Human Capital Investments, AMACOM
10		Finding out selection bias, Predicting the performance and turnover		02	24/04/2025	Sesil. J, Applying advanced analytics to HR

						management decisions: Methods for recruitment
11		Predicting the performance and turnover		01	29/04/2025	Banerjee Pratyush, Pandey Jatin and Gupta Manish (2019), Practical Applications of HR Analytics, SAGE Publishing
No of Lectures Required to complete Unit 2				08		
12	3	Performance Analysis: Predicting employee performance, Training requirements, evaluating training and development	3	02	01/05/2025	Bhattacharya Kumar Dipak, HR Analytics Understanding Theories and Applications, SAGE Publishing
13		Optimizing selection and promotion decisions, Analyzing and Classifying training needs		02	08/05/2025	The HR Analytics: Predicting the Economic Value of your Company's Human Capital Investments, AMACOM.
14		Measuring training effectiveness, Predicting training effectiveness and performance.		02	15/05/2025	The HR Analytics: Predicting the Economic Value of your Company's Human Capital Investments, AMACOM

15		Designing a Compensation System: Understanding compensation Analytics, quantifiable data, Factors affecting Compensation & Benefits, Analytics for compensation planning, Competency Scorecard.		02	22/05/2025	Sesil. J, Applying advanced analytics to HR management decisions: Methods for recruitment
		No of Lectures Required to complete Unit 3		08		
16		Monitoring impact of Interventions		01	27/05/2025	Sesil. J, Applying advanced analytics to HR management decisions: Methods for recruitment
17		Tracking impact interventions, Evaluating stress levels and value-change.		01	29/05/2025	Sesil. J, Applying advanced analytics to HR management decisions: Methods for recruitment
18		Formulating evidence based practices and responsible investment		01	03/06/2025	Banerjee Pratyush, Pandey Jatin and Gupta Manish (2019), Practical Applications of HR Analytics, SAGE Publishing
19		Evaluation mediation process, moderation and interaction analysis.		01	05/06/2025	Barnett K, Berk J, Human Capital Analytics. Word Association Publication. Fitz-Enz J
		No of Lectures Required to complete Unit 4		04		

20		Applications of HR Metrics and Creating HR Dashboards: HR Metrics, Types of HR Metrics, Staffing Metrics		02	12/06/2025	Bhattacharya Kumar Dipak, HR Analytics Understanding Theories and Applications, SAGE Publishing
21		Training and Development Metrics, Application-oriented Exercises Dashboards		02	19/06/2025	Barnett K, Berk J, Human Capital Analytics. Word Association Publication. Fitz-Enz J
22		Few Key Excel Add-ins/Functions to Help Create Dashboards, Name Range, The Developer Tab, Form Controls, Important Excel Formulas Useful for Creating Dashboards, VLOOKUP, INDEX, SUMIF, AVERAGEIF and COUNTIF,		02	26/06/2025	Bhattacharya Kumar Dipak, HR Analytics Understanding Theories and Applications, SAGE Publishing
23		Application of Excel Functions in Creating HR Dashboards, Storyboarding: Connecting the Dots and Integrating the Findings.		02	03/07/2025	Barnett K, Berk J, Human Capital Analytics. Word Association Publication. Fitz-Enz J
		No of Lectures Required to complete Unit 5		08		