

Indian Institute of Technology Guwahati
Proposal for a New Course/ Revision of a Course

Course Number & Title: BM 622H & HR Analytics	
L-T-P-C: 4-0-0-4	
Type of Letter Grading (Regular Letter Grades / PP or NP Letter Grades): Regular Letter Grades	
Kind of Proposal (New Course / Revision of Existing Course): New Course	
Offered as (Compulsory / Elective): Elective	
Offered to: Masters of Business Administration (MBA)	
Offered in (Odd/ Even / Any): Any	
Offered by (Name of Department/ Center): School of Business	
Pre-Requisite: NIL	
Preamble / Objectives (Optional): <i>Course Content/ Syllabus (as a single paragraph if it is not containing more than one subject. Sub-topics/ Sections may be separated by commas(.). Topics may be separated by Semi-Colons(;). Chapters may be separated by Full-Stop(.). While starting with broad heading, it may be indicated with Colon symbol before the topics. For example: Multi-variable Calculus: Limits of functions, Continuity,)</i>	
<p>Human Resource (HR) Analytics: Map HR strategy with Business strategy, HR Metrics, Artificial Intelligence and Machine Learning in HR, Statistical Analysis for HR, data visualization; Predictive and Prescriptive Analysis, attrition, salary determination, competency benchmarking, engagement analysis, diversity analysis, Techniques: Text Analytics, Sentiment Analysis, Semantic Network Analysis, Decision Making with HR Analytics.</p>	
Books (In case UG compulsory courses, please give it as "Text books" and "Reference books". Otherwise give it as "References").	
Texts: (Format: Authors, Book Title in Italics font, Volume/Series, Edition Number, Publisher, Year.)	
1.	Edwards, M. R., & Edwards, K., <i>Predictive HR analytics: Mastering the HR metric</i> , 2 nd Edition, Kogan Page Publishers, 2019.
2.	Soundararajan, R., & Singh, K., <i>Winning on HR Analytics: Leveraging Data for Competitive Advantage</i> , 1 st Edition, SAGE Publications India, 2016.
3.	Dhir, S., & Pal, S., <i>Human Resource Analytics: Theory and Application Techniques</i> , 1 st edition, CENGAGE Publications India, 2020.
References: (Format: Authors, Book Title in Italics font, Volume/Series, Edition Number, Publisher, Year.)	
1.	Bassi, L. J., Carpenter, R., & McMurrer, D., <i>HR Analytics Handbook</i> , 1 st Edition, McBassi & Company, 2012.

Detailed Course Content (Optional) It will not be included in the Courses of Study Booklet		
Sl. No.	Broad Title / Topics	Number of Lectures
1		
2		
3		
4		
5		
Total Number of Lectures =		