**HR Analytics (MSIR 525)**

**Take-home assignment for September 4, 2019**

Drawing your own expertise and relying on the resources posted in the Module 1 content folder (i.e., suggested readings for Module 1; see eCampus or visit <https://jamiefield.github.io/portfolio/fall2019/>), answer the following six questions. These questions are intended to be throught-provoking and, thus, do not require long answers. As such, please keep your answers fairly short – you should be able to answer each question in five or fewer sentences.

Notes.

1. You can work on and, thus, submit this assignment on your own or with *one* other person. If you opt to work with a partner, please make sure that both individuals’ names are on the submitted assignment.
2. I recognize that there are a lot of suggested readings for Module 1. You need not read each one in great detail, especially the very long ones. Still, I suggest that you read these papers in sufficient detail to be able to discuss them in class. Also, remember that assigned readings are fair game for exam questions.
3. Please submit the assignment via eCampus (see Homework Assignments tab)
4. Feel free to email me if you have any questions ([james.field2@mail.wvu.edu](mailto:james.field2@mail.wvu.edu))

Q1. What is evidence-based practice (or evidence-based management)?

Q2. What is the science-practice gap?

Q3. How/What can researchers learn from practitioners?

Q4. How/What can practitioners learn from researchers?

Q5. What is information asymmetry and goal incongruence (see Banks et al. [2016])?

Q6. Do you (honestly) believe that evidence-based practice has a future in human resource management? Explain your position(s).