

**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):	
<p>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, ..... )</p> <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, <i>Book Title in Italics font</i> , Volume/Series, Edition Number, Publisher, Year.) 1. Edwards, M. R., & Edwards, K., <i>Predictive HR analytics: Mastering the HR metric</i> , 2 <sup>nd</sup> Edition, Kogan Page Publishers, 2019. 2. Soundararajan, R., & Singh, K., <i>Winning on HR Analytics: Leveraging Data for Competitive Advantage</i> , 1 <sup>st</sup> Edition, SAGE Publications India, 2016. 3. Dhir, S., & Pal, S., <i>Human Resource Analytics: Theory and Application Techniques</i> , 1 <sup>st</sup> edition, CENGAGE Publications India, 2020.	
References: (Format: Authors, <i>Book Title in Italics font</i> , Volume/Series, Edition Number, Publisher, Year.)	
1. Bassi, L. J., Carpenter, R., & McMurrer, D., <i>HR Analytics Handbook</i> , 1 <sup>st</sup> 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 =		