



**Professors**

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**Learning Outcomes**

<p>Evaluate the purpose and role of HR metrics &amp; analytics in strategy implementation.</p> <p>Explain the advantages of a human capital approach to HR and workforce measurement.</p> <p>Create strategy-specific HR value chains that link HR deliverables to strategic goals.</p> <p>Apply principles of good measurement to develop meaningful HR &amp; workforce measures.</p> <p>Describe the technology and tools required to analyze HR and workforce data.</p> <p>Justify HR and workforce metrics to decision makers.</p>
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**Course Objectives**

This course will cover the following: see the Course Schedule for weekly details.
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**Required Texts/Resources**

Becker, B. E., Huselid, M. A., & Ulrich, D. (2001). <i>The HR scorecard: linking people, strategy, and performance</i> . Boston, Mass.: Harvard Business School Press.
Huselid, M. A., Becker, B. E., & Beatty, R. W. (2005). <i>The workforce scorecard: managing human capital to execute strategy</i> . Boston, Mass.: Harvard Business School Press.

**Recommended Reading**

Fitz-enz, J. (2010). <i>The new HR analytics: predicting the economic value of your company's human capital investments</i> . New York: AMACOM
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**Evaluation**

Team Project (team)	30%
Term Work (Individual)	20%
Midterm Exam*	20%
Final Exam*	30%
<b>Total</b>	<b>100%</b>

\* Students must earn half of all available w



## **SKILLS ACROSS THE BUSINESS CURRICULUM**

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The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

## **STUDENT CONDUCT AND ACADEMIC HONESTY**