

Professors

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| Roger Wheeler | 250-762-5445 #4226 | online | rwheeler@okanagan.bc.ca |
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Learning Outcomes

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

Course Objectives

This course will cover the following: see the Course Schedule for weekly details.

Required Texts/Resources

Becker, B. E., Huselid, M. A., & Ulrich, D. (2001). *The HR scorecard: linking people, strategy, and performance*. Boston, Mass.: Harvard Business School Press.

Huselid, M. A., Becker, B. E., & Beatty, R. W. (2005). *The workforce scorecard: managing human capital to execute strategy*. Boston, Mass.: Harvard Business School Press.

Recommended Reading

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

Evaluation

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|------------------------|-------------|
| Team Project (team) | 30% |
| Term Work (Individual) | 20% |
| Midterm Exam* | 20% |
| Final Exam* | 30% |
| Total | 100% |

* Students must earn half of all available w

SKILLS ACROSS THE BUSINESS CURRICULUM

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