



## DEPARTMENT OF SOCIOLOGY AND WORK SCIENCE

### **PV2206 HR/people analytics, 7.5 credits**

HR/people analys, 7,5 högskolepoäng

*Second Cycle*

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#### **Confirmation**

This course syllabus was confirmed by Department of Sociology and Work Science on 2021-11-08 to be valid from 2022-01-17, spring semester of 2022.

*Field of education:* Social Sciences 100%

*Department:* Department of Sociology and Work Science

#### **Position in the educational system**

The course is an in-depth programme course given within the Master Programme in Strategic Human Resource Management and Labour Relations within the Faculty of Social Sciences, or as a freestanding course.

#### *Main field of studies*

Strategic Human Resource Management  
and Labour Relations

#### *Specialization*

A1N, Second cycle, has only first-cycle  
course/s as entry requirements

#### **Entry requirements**

To be eligible for the course, the student must be accepted to the Master Programme in Strategic Human Resource Management and Labour Relations within the Faculty of Social Sciences, or the Programme for Master in Sociology within the Faculty of Social Sciences alternatively a bachelor's degree in a social or behavioral science field. In addition, language skills corresponding to English B / English 6 or the equivalent level of an internationally recognized test, for example, TOEFL, IELTS, are required.

#### **Learning outcomes**

On successful completion of the course the student will be able to:

*Knowledge and understanding*

1. Describe the theories and methods that underlie HR/people analytics
2. Explain the impact of HR/people analytics on HRM and business strategies as well as decision making

*Competence and skills*

1. Investigate organizational problems or questions that affect the impact of HR work on key business outcomes and strategies
2. Conduct data-driven HR/people analytics that will support decision making of organization
3. Develop oral and written strategic action plan to organizational decision makers

*Judgement and approach*

1. Critically reflect upon possibilities and challenges in the application of HR/people analytics for strengthening decision-making process and improving organizational outcomes.

**Course content**

HR/people analytics is about statistical analysis on people data, whereby people data are transformed into evidence-based information and strategic insights for decision-making. In doing so HR specialists can be more involved in decision-making on a strategic level. The course aims to provide students with knowledge of theories and methods in HR/people analytics.

First, the course provides students with knowledge on how to prioritize problems, ask the 'right' questions and address relevant organizational problems connected to organizational HR impact on key HRM- and business strategies and outcomes.

Second, the course provides students with knowledge of how to formulate relevant research questions, collect data and apply method. Students will select relevant quantitative methods to analyze research questions by using survey data on HR/people analytics.

Third, students will assess the above-mentioned organizational questions or problems based on the results of quantitative analyses, and put forward to action plan for communicating results with decision makers, transforming insights into action, and supporting data-driven and evidence-based decision making.

**Form of teaching**

Forms of teaching used in this course include: lectures, seminars, workshops, group project and oral and written exercises. The students will also collect some empirical data within HR/people analytics.

*Language of instruction:* English

**Assessment**

The course will be examined by oral and written group work and individual home-examination. All seminars and workshops are part of the examination and are mandatory.

A student who has failed a seminar/workshop assignment or exam may get the possibility to do a complementary addition to achieve the grade Pass.

If a student, who has failed the same examined component twice, wishes to change examiner before the next examination, a written application shall be sent to the department responsible for the course and shall be granted unless there are special reasons to the contrary (Chapter 6, Section 22 of Higher Education Ordinance).

If a student has received a recommendation from the University of Gothenburg for special educational support, where it is compatible with the learning outcomes of the course and provided that no unreasonable resources are required, the examiner may decide to allow the student to do an adjusted exam or alternative form of assessment.

In cases where a course has been discontinued or has undergone major changes, the student shall normally be guaranteed at least three examination occasions (including the ordinary examination) during a period of at least one year from the last time the course was given.

**Grades**

The grading scale comprises: Pass with Distinction (VG), Pass (G) and Fail (U).

In order to be awarded Pass for the course students must have at least Pass for both group work and individual home-exam and have participated in all obligatory seminars and workshops.

In order to be awarded Pass with Distinction for the course, students must have at least Pass for group work and Pass with Distinction for individual home-exam and have participated in all obligatory seminars and workshops.

**Course evaluation**

The course will be evaluated upon completion. The results of the evaluation will be communicated to the students and will function as a guide for the development of the course.

