HR 677: Digital HR and People Analytics

Course Description:

This course helps MSHR students to become more digital and data-driven. It helps them navigate the complexities of the HR technology landscape and think about how to use HR technology to improve employee experience. Specifically, the course covers: 1) Introduction to Artificial Intelligence in Human Resources and the Future of Work. 2) Creating a Digital HR Foundation. 3) Using Assessments for Talent Identification. 4) Culture and Mindset Change in a Digital Era. 5) The Data-driven (people analytics) and Digital HR Business Partner, and 6) How to select and use digital employee assessments.

* This course has been designed to align with HR competencies identified by the Association for Talent Development (ATD), HR Certification Institute (HRCI), Bersin by Deloitte, the Association for Human Resource Development, and the Society for Human Resource Management (SHRM) for Graduate HR Curriculum Guidelines.

Learning Objectives:

Upon the completion of this course, learners will be able to:

1. Be fluent in understanding what the impact of Artificial Intelligence is on HR and how the Future of Work is impacting our lives.
2. Be fluent in discussing aspects of the digital transformation in the field of HR
3. Be fluent in understanding how assessments work and how they (students) can use assessments to identify high-performing talent in their organization.
4. Be able to understand the difference between traditional assessments and new digital assessment tools.
5. Have learned about the importance of a growth mindset in supporting cultural change in a digital era and how to successfully bring their employees on a change journey.
6. Have learned about how the expectations for an HR Business Partner have shifted since the origin of the HR Business Partner two decades ago.
7. Have learned about game-based assessments and how they differ from traditional psychometric assessments.