

Business Administration

Course Number:	BUAD 411
Course Title:	HR METRICS & ANALYTICS
Credits:	3
Calendar Description:	This course provides learners with an opportunity to apply a human capital approach to the development of human resources and workforce measures that are aligned with an organization's strategy.
Semester and Year:	Winter 2023

Devi Rubadeva

Professors

Name	Phone number	Office	Email
Roger Wheeler	250-762-5445 #4226	Kelowna: C119	rwheeler@okanagan.bc.ca
Nathanael Massey	236-420-6715 #4291	Kelowna: E220	nmassey@okanagan.bc.ca

Learning Outcomes

- x Evaluate the purpose and role of HR metrics

Course Schedule

Date		Topic	Textbook
		Monday January 9 th , First day of class Monday February 20 th , STAT Holiday (no classes) February 21 st thru 24 th , Study Break (no classes) Friday April 7 th , Monday April 10 th , STAT Holidays (no class) Friday April 14 th , Last day of class	WS = Workforce Scorecard HRS = HR Scorecard
Week	Date		
1	Jan 9/11	Intro to metrics, analytics & human capital	
2	Jan 16/18	Measuring HR value & strategic alignment	WS – Ch. 1 HRS – Ch. 1
3	Jan 23/25	HR's strategic influence: perspectives & measures Begin Phase I: Introduction of Case	WS – Ch. 2 HRS – Ch. 2
4	Jan 27/29	Strategy maps & HR value chains	Handouts
5	Feb 6/8	Building & linking workforce & HR scorecards	WS – Ch. 3 & 4 HRS – Ch. 3
6	Feb 13 Feb 15	Team project workshop Midterm Exam	ABC Case
	Feb 20/22	Family Day & Reading Break – no classes	
7	Feb 27 Mar 1	First West: Technology & Tools (TBD) Begin Phase II: Creating Scorecards	Handouts
8	Mar 6/8	The development of meaningful measures Team project workshop	WS – Ch. 5 HRS – Ch. 5
9			

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

What is the Disruption of Instructional Activities?

At Okanagan College (OC), disruption of instructional activities includes student “conduct which interferes with examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study facilities of OC”, as well as conduct that leads to property damage, assault, discrimination, harassment and fraud. Penalties for disruption of instructional activities include a range of sanctions from a warning and/or a failing grade on an assignment, examination or course to suspension from OC.

What is Cheating?

“Cheating includes but is not limited to dish (g gr)-18n.o3.2 (m)-24(i)3.1 (ons)-8 -e1 (i)3.2 ()3.1d,-1.1 (i)-8.9 (v)-8.1 (“)-6.3(s)/5m asr(