Digital Apex Strategies Academy ✎

Leveraging Big Data in HR Decision Making

Price: $2,300

Course Objectives

- Understand the role of big data in HR decision making.
- Learn to collect, analyze, and interpret HR data.
- Explore data privacy and ethical considerations in HR analytics.
- Gain hands-on experience with HR data tools and techniques.
- Apply data-driven insights to improve workforce planning, talent management, and organizational performance.

Course Structure

- **Duration:** 10 weeks
- **Format:** Weekly lectures, Practical Exercises and Assignments, Case Studies and Discussions, Capstone Project, and Final Exam
- **Assessment:** Weekly Quizzes, Assignments and Practical Exercises, Participation in Discussions and Case Studies, Capstone Project, and Final Exam

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Week 1: Introduction to Big Data in HR

- **Lecture:** Overview of Big Data and Its Relevance in HR
- **Case Study:** Impact of Big Data in HR
- **Activity:** Write a brief report on the importance of data-driven decision making in HR

Week 2: Data Collection and Management

- **Lecture:** Sources of HR Data and Collection Methods
- **Practical Exercise:** Data Collection Using HRIS Tools
- **Assignment:** Create a data collection plan for a specific HR function

Week 3: Data Analysis Techniques

- **Lecture:** Statistical Analysis and Data Visualization
- **Practical Exercise:** Analyzing HR Datasets Using Excel/Google Sheets
- **Assignment:** Identify trends and patterns in a provided HR dataset

Week 4: Data Privacy and Ethical Considerations

- **Lecture:** Data Privacy Laws and Ethical Considerations
- **Case Study:** Data Privacy Breaches in HR
- **Assignment:** Develop a data privacy policy for an HR department

Week 5: Workforce Analytics and Talent Management

- **Lecture:** Using Data for Recruitment and Performance Management
- **Practical Exercise:** Conducting Workforce Analytics
- **Assignment:** Design a data-driven employee engagement strategy

Week 6: HR Technology Integration

- **Lecture:** HR Technology and Big Data Integration
- **Case Study:** Successful HR Tech Implementations
- **Assignment:** Plan the integration of a new HR technology tool

Week 7: Advanced Data Techniques and Predictive Analytics

- **Lecture:** Predictive Analytics in HR
- **Practical Exercise:** Building Predictive Models
- **Assignment:** Apply predictive analytics to forecast a specific HR trend

Week 8: Strategic HR Decision Making

- **Lecture:** Linking HR Data to Business Outcomes
- **Practical Exercise:** Developing Data-Driven HR Strategies
- **Assignment:** Communicate HR data insights to stakeholders

Week 9: Capstone Project

- **Project Work:** Application of Course Concepts to a Real-World HR Problem
- **Data Collection:** Gather Relevant HR Data
- **Data Analysis:** Analyze and Interpret the Data
- **Strategy Development:** Create a Data-Driven HR Strategy
- **Presentation:** Present Findings and Recommendations

Week 10: Review and Future Trends

- **Lecture:** Review of Key Concepts and Techniques
- **Discussion:** Future Directions for Big Data in HR
- **Course Wrap-Up:** Feedback and Evaluation