

HRM318 Human Capital Measurement

Level: 3

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY SEMESTER

Synopsis:

Topics:

- The Case for Human Capital Measurement
- Understanding Measurement
- Major Approaches for Measuring Human Capital
- Aligning Human Capital Measurement to Organisational Strategy
- Creating a Data Strategy for Effective Human Capital Measurement
- Using a HRIS For HC Measurement
- Descriptive Metrics
- Generating Insights from Descriptive Analytics
- Measuring Financial Costs and Benefits of HC initiatives
- Financial Analysis Tools for Assessing Value of Human Capital
- Predictive Analytics Concepts
- Applications of Predictive Analytics across HR disciplines

Textbooks:

: Human Resource Management: People, Data and Analytics' for HRM318 Human Capital Measurement' (Customised ebook) SAGE
ISBN-13: 9781529709445

: Human Resource Management: People, Data and Analytics' for HRM318 Human Capital Measurement' (Customised ebook) SAGE
ISBN-13: 9781529709445-AA

W. Cascio and J. Boudreau: Investing in people: Financial Impact of Human Resource Initiative, 2nd edition 2 Pearson
ISBN-13: 9780134431819-AA

: Ultimate Performance (Custom Edition) John Wiley
ISBN-13: 9781119924456-AA

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W. Cascio and J. Boudreau: Investing in people: Financial Impact of Human Resource Initiative, 2nd edition 2 Pearson
ISBN-13: 9780134431819

Learning Outcome:

- Appraise the importance and utility of human capital measurement in relation to current business and economic trends.
- Apply concepts and theories on human capital measurement to develop strategies to improve organisational effectiveness and meet business needs.
- Synthesise principles of effective measurement and data management to identify data quality issues that may impact the integrity of reported outcomes.
- Design a human capital measurement programme that links human capital to organisational outcomes and strategy.
- Generate human capital insights with data obtained from organisational systems and information sources.
- Recommend strategies to address human capital issues with an analytical mind-set and sound application of human capital metrics and analytics.

Assessment Strategies:

| Continuous Assessment Component | Weightage (%) |
|--|----------------------|
| PRE-CLASS QUIZ | 2 |
| PRE-CLASS QUIZ | 3 |
| TUTOR-MARKED ASSIGNMENT | 45 |
| Sub-Total | 50 |

| Examinable Component | Weightage (%) |
|-----------------------------|----------------------|
| Written Exam | 50 |
| Sub-Total | 50 |

Weightage Total **100**