

# **HRM318 Human Capital Measurement**

**Level:** 3

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY SEMESTER

## **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:**

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

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

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

**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.

<b>Continuous Assessment Component</b>	<b>Weightage (%)</b>
PRE-COURSE QUIZ	1
PRE-COURSE QUIZ	1
PRE-COURSE QUIZ	1
PRE-COURSE QUIZ	1
PRE-COURSE QUIZ	1
TUTOR-MARKED ASSIGNMENT	45
<b>Sub-Total</b>	<b>50</b>

<b>Examinable Component</b>	<b>Weightage (%)</b>
Written Exam	50
<b>Sub-Total</b>	<b>50</b>

**Weightage Total** **100**