



## Human Capital Development and HR Analytics

<b>Version</b>	2022/1
<b>Effective from (date of when the course was developed)</b>	01/05/2022

<b>ECTS Credits</b>	4 ECTS
<b>Level/Year</b>	Bachelor, Master and PhD students
<b>Teaching (contact) hours</b>	36
<b>Total learner managed hours (incl. self-work)</b>	108
<b>Total hours of student learning</b>	144

<b>Pre-requisites</b>	Good command of English. All classes and extracurricular activities are conducted in English.
<b>Co-requisites</b>	None
<b>Alignment to graduate profiles</b>	This course contributes to achievement of the graduate outcomes of the following qualifications: <ul style="list-style-type: none"> <li>• Bachelor of Management, Economics, and Business</li> <li>• Master of Management, Economics, and Business</li> <li>• Graduate Diploma in Management, Economics, and Business</li> <li>• Diploma in Management, Economics, and Business</li> </ul>
<b>Course aim</b>	The course aim is to improve the professional competencies necessary for HR management specialists in the field of human capital development as well as the formation of professional competencies in HR analytics.
<b>Indicative Course content</b>	Content may include but is not limited to: <ul style="list-style-type: none"> <li>• National managerial mentality and cross-cultural communications</li> <li>• HR Analytics</li> <li>• Development of human capital in modern conditions</li> </ul>

### LEARNING OUTCOMES

On successful completion of this course students will be able to:	
1	know modern trends in the development of human capital
2	develop a system of HR analytics
3	make decisions based on HR analytics
4	understand the peculiarities of cross-cultural management

### ASSESSMENTS

<b>Basis of assessment</b>	Achievement based assessment		
Methods of assessment	Learning Outcomes	Pass criteria (Minimum)	% Weightings
Summative review	1	50%	40
Portfolio – summative of practices	2,3,4	50%	60

### REQUIREMENTS FOR SUCCESSFUL COURSE COMPLETION

<b>Requirements</b>	Mark of 50% or more in every summative assessment
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## RESULTS

<b>Assessment results</b>	Results for assessments are given in percentage marks
<b>Course results</b>	<ul style="list-style-type: none"><li>• Individual assessments may cover one or more of the learning outcomes.</li><li>• Each summative assessment is assigned a percentage weighting.</li><li>• The overall percentage mark for the course is calculated by adding the weighted results for all summative assessments</li></ul>

## LEARNING AND TEACHING

<b>Learning and teaching approaches</b>	Lectures, seminars and group discussions, learner managed activities, distant laboratories, case study.
<b>Learning and teaching resources</b>	Textbooks, journals and library resources; use of Internet; computer software
<b>Learner managed activities</b>	<ul style="list-style-type: none"><li>• Completion of course work, set assignments/projects</li><li>• Reading of course materials</li><li>• Study group work</li><li>• Preparation for classes</li><li>• Discussions with colleagues/subject matter experts</li><li>• Review application of information to project work</li><li>• Practising relevant practical and technical skills/methods/techniques</li><li>• Presentation and self-evaluation of project work</li><li>• Gathering relevant contextual information/ issues/ideas to build knowledge of the subject</li></ul>