

## WILMINGTON UNIVERSITY

contribute to the success of organizations. People  
strategically managing human capital. This course  
analytical tools to support improved organizational  
provides students with a conceptual understanding  
and process, as well as hands-on application.

### MAJOR INSTRUCTIONAL GOALS:

#### GOAL A:

The student will understand the importance of  
and communicating HR's impact.

**Learning Objectives:** The student will

- A-1 Summarize the history and evolution of HR
- A-2 Differentiate HR metrics and KPIs
- A-3 Assess People Analytic practices and their impact on organizational business strategy

B-2 Evaluate the effectiveness of HR analytics

B-3 Analyze HR data to identify trends and opportunities

B-4 Integrate metrics and analytics in solving business problems.

**GOAL C:**

The student will convert metrics into analytics for effective organizational decision-making.

**Learning Objectives:** The student will:

- C-1 Apply HR Metrics and analytical techniques in HR functions.
- C-2 Prepare HR Metrics results into actionable decisions for upper management.
- C-3 Predict the common roadblocks to implementing People Analytics and design methods to overcome them.