



**PARVATHANENI BRAHMAYYA**  
**SIDDHARTHA COLLEGE OF ARTS & SCIENCE**  
*Autonomous*  
 Siddhartha Nagar, Vijayawada-520010  
*Re-accredited at 'A+' by the NAAC*

Course Code				22ANDSP304			
Title of the Course				HR ANALYTICS LAB			
Offered to				MBA Business Analytics			
L	0	T	0	P	2	C	1
Year of Introduction:		2024-25		Semester:			3
Course Category:		DSE LAB		Course Relates to:			GLOBAL
Year of Revision		NA		Percentage of Revision of syllabus:			Not Applicable
Type of the Course:				Skill Development			
Crosscutting Issues of the Course:				Employee Engagement and Organizational effectiveness			
Pre-requisites, if any				Basic knowledge of Human Resource Management and proficiency in tools like Excel, Power BI and Jasp.			

#### **Legend:**

#### **Course Description:**

The HR Analytics Lab course equips participants with the skills to apply data-driven decision-making to various HR functions such as recruitment, employee engagement, performance management, and workforce planning. By using statistical tools, software, and real-world datasets, students learn how to interpret and analyze HR metrics, identify trends, and make informed recommendations.

#### **Course Aims and Objectives:**

<b>S.NO</b>	<b>COURSE OBJECTIVES</b>
<b>1</b>	Gain an understanding of the fundamental concepts and importance of HR analytics in decision-making.
<b>2</b>	Learn the role of analytics in transforming HR functions, such as talent acquisition, performance management, employee engagement, and retention.
<b>3</b>	Explore key HR metrics like turnover rate, employee engagement scores, recruitment effectiveness, and workforce productivity.
<b>4</b>	Use predictive analytics to inform strategic HR decision-making.
<b>5</b>	Gain proficiency in data visualization tools (e.g., Excel, Power BI, Tableau) to present HR data effectively.

#### **Course Outcomes**

At the end of the course, the student will be able to...

CO NO	COURSE OUTCOME	BTL	PO	PSO
CO1	Ability to collect, clean, and analyze HR data using tools like Excel, SPSS, R, Python, or HR-specific software. organizes data using tables, primary keys, and foreign keys.	K3	2,3	1
CO2	Knowledge of predictive modeling techniques to forecast employee behavior such as attrition, performance, and engagement.	K1	2,3	1
CO3	Apply practical experience in identifying and solving real-world HR problems using data analytics techniques.	K3	1,3	2
CO4	Awareness of ethical considerations, particularly regarding data privacy and confidentiality when handling employee data.	K1	3,7	2
CO5	Ability to effectively communicate complex data findings to HR leaders and business managers in a clear and actionable way.	K3	3,7	2

For BTL: K1: Remember; K2: Understand; K3: Apply; K4: Analyze; K5: Evaluate; K6: Create

CO-PO MATRIX									
CO NO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PSO1	PSO2
CO1		3	2					1	
CO2		3	3					2	
CO3	2		3						1
CO4			3				3		1
CO5			3				3		1

Use the codes 3, 2, 1 for High, Moderate and Low correlation Between CO-PO-PSO respectively

### Course Structure

This lab list covers the key areas of a Database management using SQL lab course, providing hands-on practice with SQL Server Express edition.

S.no	Program Name
1	HR dash board by using Hr. metrics
2	Descriptive data analysis on Hr. dataset.
3	Predictive Hr. decision modelling (Regression analysis)
4	Predictive decision modelling (Learning curve, NPV)
5	HR report preparation and visualization.
6	Factor analysis on Employee engagement
7	Predicting Employee performance.
8	Hr. optimization (Man power planning)

### Evaluation Procedure for Lab Examination

#### Internal Continuous Assessment (15 Marks)

- **Total:** 15 Marks
  - 15 marks will be awarded based on continuous assessment.
  - Day-to-day work in the laboratory will be evaluated by the concerned laboratory teacher based on rubrics, including results, regularity, record maintenance, and viva.
  - Laboratory teachers must ensure that every student completes at least 90% of the lab assessments.

**Semester End Practical Examination (Max. Marks: 35)**

- **Evaluation Procedure:** 35 Marks
    - **I. Experiments (Exam & Execution):** 30 Marks
    - **II. Viva:** 3 Marks
    - **III. Record:** 2 Marks
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