

MSBA 215: HUMAN RESOURCE ANALYTICS

In Workflow

1. CBA College Committee Chair (jlee@csus.edu)
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Approval Path

1. Mon, 08 May 2023 17:11:20 GMT
Jai Joon Lee (jlee): Approved for CBA College Committee Chair
2. Mon, 08 May 2023 17:24:32 GMT
Andrey Mikhailitchenko (mikhaili): Approved for CBA Dean

New Course Proposal

Date Submitted: Fri, 05 May 2023 21:28:42 GMT

Viewing: MSBA 215 : Human Resource Analytics

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Changes proposed by: Ryan Fuller (219182224)

Contact(s):

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Catalog Title:

Human Resource Analytics

Class Schedule Title:

Human Resource Analytics

Academic Group: (College)

CBA - Business

Academic Organization: (Department)

Business Administration

Will this course be offered through the College of Continuing Education (CCE)?

Yes

Please specify:

CCE Only

Catalog Year Effective:

Spring 2023 (2022/2023 Catalog)

Subject Area: (prefix)

MSBA - Business Analytics

Catalog Number: (course number)

215

Course ID: (For administrative use only.)

TBD

Units:

3

Is the only purpose of this change to update the term typically offered or the enforcement of existing prerequisites at registration?

No

In what term(s) will this course typically be offered?

Fall, Spring, Summer

Does this course require a room for its final exam?

No, final exam does not require a room

This course complies with the credit hour policy:

Yes

Justification for course proposal:

This is an elective course of the proposed MS in Business Analytics (MSBA) program.

Course Description: (Not to exceed 80 words and language should conform to catalog copy.)

This course provides students with knowledge and skills to understand and analyze Human Resource data, develop insights, and generate ethical recommendations and decisions for organizational performance. Emphases are placed on Human Resource Analytics case studies, statistical reasoning, and effective communication of results to organization management. A statistical computer package will be used in the course.

Are one or more field trips required with this course?

No

Fee Course?

No

Is this course designated as Service Learning?

No

Is this course designated as Curricular Community Engaged Learning?

No

Does this course require safety training?

No

Does this course require personal protective equipment (PPE)?

No

Does this course have prerequisites?

Yes

Prerequisite:

MSBA 201, MSBA 205

Prerequisites Enforced at Registration?

Yes

Does this course have corequisites?

No

Graded:

Letter

Approval required for enrollment?

No Approval Required

Course Component(s) and Classification(s):

Lecture

Lecture Classification

CS#02 - Lecture/Discussion (K-factor=1 WTU per unit)

Lecture Units

3

Is this a paired course?

No

Is this course crosslisted?

No

Can this course be repeated for credit?

No

Can the course be taken for credit more than once during the same term?

No

Description of the Expected Learning Outcomes and Assessment Strategies:

List the Expected Learning Outcomes and their accompanying Assessment Strategies (e.g., portfolios, examinations, performances, pre-and post-tests, conferences with students, student papers). Click the plus sign to add a new row.

	Expected Learning Outcome	Assessment Strategies
1	recognize organizational problems that can be addressed through Human Resource Analytics,	examinations, homework assignments
2	prepare and organize data files to perform appropriate data analysis,	examinations, homework assignments
3	understand ethical implications and legal requirements in the management and use of people data,	examinations, homework assignments
4	develop multicultural and global awareness in Human Resource Analytics implementations,	examinations, homework assignments
5	choose the appropriate data analysis method/model to solve human resource problems,	examinations, homework assignments
6	perform data analysis using statistical software,	examinations, homework assignments
7	verify the assumptions of the data analysis method/model,	examinations, homework assignments
8	communicate findings and recommendations clearly to organization management.	examinations, homework assignments

Attach a list of the required/recommended course readings and activities:

MSBA 215 Reading List.docx
MSBA HR Analytics Syllabus.docx

For whom is this course being developed?

Majors in the Dept

Is this course required in a degree program (major, minor, graduate degree, certificate?)

Yes

Has a corresponding Program Change been submitted to Workflow?

Yes

Identify the program(s) in which this course is required:**Programs:**

MS in Business Analytics

Does the proposed change or addition cause a significant increase in the use of College or University resources (lab room, computer)?

No

Will there be any departments affected by this proposed course?

No

I/we as the author(s) of this course proposal agree to provide a new or updated accessibility checklist to the Dean's office prior to the semester when this course is taught utilizing the changes proposed here.

I/we agree

University Learning Goals

Graduate (Masters) Learning Goals:

Critical thinking/analysis

Disciplinary knowledge

Is this course required as part of a teaching credential program, a single subject, or multiple subject waiver program (e.g., Liberal Studies, Biology) or other school personnel preparation program (e.g., School of Nursing)?

No

Is this a Graduate Writing Intensive (GWI) course?

No

Key: 14227