COURSE OUTLINE

(1) GENERAL

SCHOOL	BUSINESS ADMINISTRATION SCIENCES		
DEPARTMENT	BUSINESS ADMINISTRATION DEPARTMENT		
LEVEL OF STUDIES	MASTER IN HUMAN RESOURCE MANAGEMENT		
COURSE CODE	HRM202	**SEMESTER**	B
COURSE TITLE	**Human Resource Management Analytics**		

TEACHING ACTIVITIES	**INSTRUCTION HOURS PER WEEK**	**ECTS**
	3	7,5

COURSE	CORE COURSE
PREREQUISITES :	NO
COURSE LANGUAGE:	GREEK AND ENGLISH
ERASMUS COURSE	NO
COURSE SITE (URL)	https://openeclass.uom.gr/courses/HRM101/

(2) LEARNING OUTCOME

LEARNING OUTCOME
The main aim of the course is to introduce students to techniques of Human Resource Management Analytics. Students will learn how to utilize big data and apply modeling to HRM. More specifically, completing this course, students are expected to be able to : • Choose methods of analysis for designing empirical research • Use in modeling modern statistical software such as Smart PLS • Assess models of HRM using SPSS, MAD, Smart PLS • Evaluate model's results to enhance the decision making in organizations
GENERAL COMPETENCIES
• Developing research techniques and analysis of data using new technologies • Acknowledging problems that require a solution • Developing autonomy at work • Developing team working • Working in international environment

- Ability of critique and self-critique
- Developing new research ideas and issues
- Developing inductive reasoning

(3) COURSE LECTURES

1. Introduction to HRM Analytics
2. Correspondence Analysis
3. Applications of Multiple Correspondence Analysis using MAD software
4. Data Classification : the method and the interpretation of results Drucker: Leader or Manager
5. Applications of Classification Data with HR data
6. Exploratory Factor Analysis using SPSS and Smart PLS
7. Validity and Reliability of statistical model using Smart PLS
8. Mediation, Moderation, Hypothesis testing using Smart PLS
9. Developing HRM models in Tourism and Banking using Smart PLS
10. Developing HRM models in Manufacturing using Smart PLS
11. Developing HRM models in Healthcare and Public Services using Smart PLS
12. Students' presentations and Class Review

(4) TEACHING METHODS - EVALUATION

INSTRUCTION METHOD	• Lectures in class • Interactive teaching based on Case Studies analysis • Students' presentations in class

<table>
<tr><td>USE OF INFORMATION TECHNOLOGIES</td><td>

Use of university’s educational platform <u>https://openeclass.uom.gr/</u>
Use of PowerPoint in presenting homework in class
Use of Openeclass platform for communication and uploading course material, homeworks and papers
Use of Statistics software , MAD, SPSS, Smart PLS
Use of the Web for research and homework presentation

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<tr><td>TEACHING ORGANIZATION</td><td>
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<tr><th>ACTIVITY</th><th>SEMESTER WORKLOAD (HOURS)</th></tr>
<tr><td></td><td></td></tr>
<tr><td>LECTURES and FINAL EXAM</td><td>36+3=39</td></tr>
<tr><td>STUDENTS’ STUDY/ 3 hours study per one hour teaching</td><td>36*3= 108</td></tr>
<tr><td>STUDENT PAPERS AND PRESENTATIONS</td><td>4*10=40</td></tr>
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<tr><td>TOTAL</td><td>187</td></tr>
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<tr><td>STUDENT EVALUATION</td><td>

Final exam with questions covering all the course topics receiving 40% of total evaluation
4 homeworks – student presentations 40%
Presentation skills: 10%
Student participation in class: 10%

Exams in Greek or English
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(5) BIBLIOGRAPHY

Textbooks:

1. Kuhn, M., and Johnson, K. Applied Predictive Modeling. New York: Springer, 2013.
2. François Husson, Sébastien Lê, Jérôme Pagès, Exploratory Multivariate Analysis by Example Using R, by Taylor & Francis Group, 2017
3. Hair, J.F., Hult, G.T.M., Ringle, C.M. and Sarstedt, M. (2014), A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM), Sage.

Journals :

1. Journal of Classification, Springer
2. Behaviormetrika, Springer
3. International Journal of Human Resource Management
4. Personnel Review
5. Employee Relations
6. European Management Review