

# Business Administration

Course Number: **BUAD 411**

Course Title:

**Professors**

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**Learning Outcomes**

<p>Evaluate the purpose and role of HR metrics &amp; analytics in strategy implementation.</p> <p>Explain the advantages of a human capital approach to HR and workforce measurement.</p> <p>Create strategy-specific HR value chains that link HR deliverables to strategic goals.</p> <p>Apply principles of good measurement to develop meaningful HR &amp; workforce measures.</p> <p>Describe the technology and tools required to analyze HR and workforce data.</p> <p>Justify HR and workforce metrics to decision makers.</p>
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**Course Objectives**

This course will cover the following: see the Course Schedule for weekly details.
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**Required Texts/Resources**

Becker, B. E., Huselid, M. A., & Ulrich, D. (2001). <i>The HR scorecard: linking people, strategy, and performance</i> . Boston, Mass.: Harvard Business School Press.
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Huselid, M. A., Becker, B. E., & Beatty, R. W. (2005). <i>The workforce scorecard: managing human capital to execute strategy</i> . Boston, Mass.: Harvard Business School Press.
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Recommended Read024 04 186 eW\* n /P MCID 21-BDC 0239 88824 12Z ref\* EMC /P 0114 BTETQZ



## **SKILLS ACROSS THE BUSINESS CURRICULUM**

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The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

## **STUDENT CONDUCT AND ACADEMIC HONESTY**

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### **What is the Disruption of Instructional Activities?**

examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study for disruption of instructional activities include a range of sanctions from a warning and/or a failing grade on an assignment, examination or course to suspension from OC.

### **What is Cheating?**

examinations in which the use is made of books, notes, diagrams or other aids excluding those authorized by the examiner. It includes communicating with others for the purpose of obtaining information, copying from the work of others and purposely exposing or conveying

Students must submit independently written work. Students may not write joint or collaborative assignments with other students unless the instructor approves it in advance as a group/team project. Students who share their work with other students are equally involved in cheating.

### **What is Plagiarism?**

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