OBHR 4337 HR Analytics (3 semester credit hours) Introduces students to HR analytics: the systematic collection, analysis, and interpretation of data designed to improve decisions about talent and the organization as a whole. The course will prepare students to determine the HR metrics that align with an organization's strategic goals, the characteristics of high quality data, and equip them to find and collect that data. It provides a high-level introduction to common analysis techniques, mistakes to avoid when interpreting data, how to take the results of HR Analytics initiatives and communicate the findings in a compelling manner, and keys to executing the change follow. Prerequisite: OBHR 3310 or OBHR 3330. (3-0)