

## HR 602: Research & Evaluation Methods in HR

### Course Description:

This course explores, at the graduate level, the theory and practice of research and evaluation within the HR discipline. Metrics and evaluation have become increasingly important in the field of human resources as HR endeavors to become a strategic partner with other business units and to demonstrate HR's bottom line value. Application of sound research methods is critical to this endeavor. Specifically, a course focus is on equipping you with an understanding of the various tools and techniques available for evaluating HR practices, the considerations for using such practices, and equipping you with the ability to actually conduct such evaluations.

\* This course has been designed to align with HR competencies identified by the Association for Talent Development (ATD), HR Certification Institute (HRCI), Bersin by Deloitte, the Association for Human Resource Development, and the Society for Human Resource Management (SHRM) for Graduate HR Curriculum Guidelines.

### Learning Objectives:

Upon the completion of this course, students will be able to:

- 1) Discuss the value of and the methods for measuring the impact of HR policies/practices/interventions;
- 2) Calculate BCR and ROI for a given HR intervention;
- 3) Identify, describe, and use various HR evaluation metrics;
- 4) Describe and explain the HR-ROI evaluation steps;
- 5) Critique HR evaluation cases;
- 6) Identify and describe how to conduct sound survey research and analyze the data using basic statistical analysis.
- 7) Describe the benefits of evidence-based human resources management.
- 8) Apply evidence-based human resource management in your environment.