FALL 2025

DSO 550

APPLYING ANALYTICS TO HUMAN CAPITAL IN BUSINESS

Section(s): 16260

Wednesday 6:30 pm - 9:30 pm (10/22/25- 12/15/25) 2nd Half

IINSTRUCTOR: Jeff Higgins

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Units: 1.5   Office: TBD

WHY TAKE THIS COURSE?

Students seeking to apply analytic tools, metrics and methods to the complex world of people data to solve business problems faced by real organizations that quantify and show $ ROI impact.

COURSE OBJECTIVES

- Apply problem solving skills in quantitative methods-root cause analysis
- Build a business case that tells a story
- Learn new metrics in human capital that impact financial results
- Learn to transform data into intelligence for insight
- Build a data model with workforce + business data
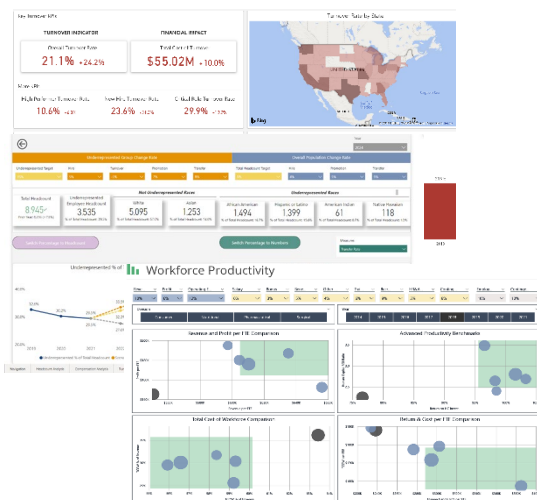
KEY CONCEPTS

- Forecast and model future scenarios
- Learn key performance (KPI) metrics, linking data for financial impact
- Research and quantify people data pain points and value creation
- Interpret analytic results, statistics vs financial models
- Apply advanced visualization, presentation + storytelling with data

Course Description

This course provides an introduction and practical application of analytics to human capital business issues. The course features case studies and emerging practices to analyze, predict and resolve questions and challenges for organizations of all sizes today. The course will feature using simple and advanced predictive analytic methods and models, as well as basic financial modeling and costing techniques essential to quantify/capture return on investment (ROI). Students will use software tools to enable data analysis, modeling and statistical as well as financial analysis to solve workforce related business problems. This practical analytic techniques and technologies in this course can be used to create a winning business case and story using data that links to business financial impact and ROI for virtually any human capital data set.

SCHEDULE OF CLASSES