HUMAN RESOURCES DATA ANALYTICS, CERT

for the Graduate Certificate in Human Resources Data Analytics

Human Resources Data Analytics Certificate Overview:

Understand technical aspects of analysis in tools such as Excel including recruiting and staffing, hiring assessments, succession planning, compensation, non-exempt workforce/negotiations, and training measurement. Your learning experience will include case studies so you will be able to apply what you learn in real-world scenarios. Now, more than ever, making data-driven decisions is essential for HR professionals.

The online certificate program consists of a variety of tracks and each track has three courses (12 credit hours total, four credit hours per course). Each course in the certificate program is either six or eight weeks long. You can choose to engage in one or more certificate program tracks. Once you have received one or more certificates, and decide you are interested in the full Master of Human Resources and Industrial Relations (MHRIR) program, you are able to apply for the online master's program.

Each certificate program track takes between 7 to 10 months to complete.

How do I know if the certificate program is for me?

Are you...

- working in HR with no HR background?
- employed by an organization that provides tuition reimbursement, but the reimbursement amount isn't equivalent to a full degree program?
- seeking to gain more knowledge in HR but either unable to or prefer not to attend graduate school?
- currently in HR and seeking to freshen-up your knowledge? This group may include, for example, individuals who started in HR, left HR for different reasons or even left the labor force.
- seeking to enter the HR field or change positions within your organization to HR, but do not want to commit/can't commit to a full degree?
- an individual who wants to know more about HR in general prior to embarking on a full degree program?

If you answered 'yes' to one or more of these questions, then this certificate program may be the perfect fit for you.

What is required to apply for one of these certificate programs?

Please note all applicants must have received a bachelor's degree prior to starting one of our certificate program tracks.

- Application
- Resume
- Official Transcripts
- English Proficiency Exam for international students
- Phone Interview – Contacted after application is reviewed for a phone conversation regarding interest in the certificate program.

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Graduation Requirements
Minimum Cumulative GPA: 2.75
Minimum hours required for certificate completion: 12 hours

Students who have successfully completed the *Human Resources Data Analytics* certificate may use the certificate to satisfy the following degree requirements, provided they apply and are admitted to the degree program:

- 8 to 12 hours of core and/or 4 hours of elective coursework requirements of the MHRIR degree program (12 total hours). Certificate may fulfill the Labor Markets and Employment distribution requirement, Human Resource Management and Organizational Behavior distribution requirement, as well as another required course (LER 593)

Students in the certificate program will choose three out of the four course options listed below. Students will need to complete 12 credit hours total to be awarded a certificate. The courses do not need to be taken in any particular order.

Code	Title	Hours
LER 531	Workforce Analytics	4
LER 545	Economics of Human Resources	4
LER 568	Firm Performance and HR	4
LER 593	Quantitative Methods in LER	4
Total Hours		12

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Below is a subset of learning outcomes from our MHRIR degree program. These outcomes are specific to the Human Resources Data Analytics Certificate. LER utilized HRCI's Human Resources Body of Knowledge to inform our learning objectives and has recently (January 2022) received "exceeds expectations" score from the Office of the Provost Learning Outcomes Assessment of its MHRIR degree program.

1. Students will apply Business Management and Strategy to shape immediate and long-term HR activities, practices, and policies. Students will critically examine the complex link between strategy and business practices, understand and apply workforce metrics to drive decision-making, and apply a strategic lens to international human resources.
2. Students will drive productivity outcomes, use job and company data to predict the success of new hires, and align human capital requirements to achieve business goals to support Workforce Planning and Development within an organization's HR operation.

3. Students will be able to use critical thinking and problem-solving skills to act strategically when making decisions in business and in life.
4. Students will produce persuasive and impactful written work and verbal presentations for academic and business audiences.

Graduate Degree Programs in Labor & Employment Relations

- Human Resources & Industrial Relations, MHRIR (http://catalog.illinois.edu/graduate/ms-mhrir/)
- Human Resources & Industrial Relations, PhD (http://catalog.illinois.edu/graduate/phd-mhrir/)
- Online Program
  - Human Resources & Industrial Relations, MHRIR - Online (http://catalog.illinois.edu/graduate/ler/human-resources-industrial-relations-mhrir/)
- Certificate Programs
  - Compensation Best Practices, CERT (http://catalog.illinois.edu/graduate/ler/compensation-best-practices-cert/)
  - Fundamentals of Human Resources, CERT (http://catalog.illinois.edu/graduate/ler/fundamentals-human-resources-cert/)
  - Human Resource Management, CERT (http://catalog.illinois.edu/graduate/ler/human-resource-management-cert/)
  - Human Resources Data Analytics, CERT (p. 1)

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School of Labor and Employment Relations

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Labor & Employment Relations Faculty (https://ler.illinois.edu/about/faculty-staff/)
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(217) 333-2381
Labor & Employment Relations email: ler-admissions@mx.uillinois.edu

Admissions

Graduate College Admissions & Requirements (https://grad.illinois.edu/admissions/apply/)