

HUMAN RESOURCES & INDUSTRIAL RELATIONS: HUMAN RESOURCES DATA ANALYTICS, MHRIR

for the degree of Master of Human Resources and Industrial Relations in Human Resources and Industrial Relations, Human Resources Data Analytics concentration

The Human Resources Data Analytics concentration is an optional program within the Masters in Human Resources and Industrial Relations (MHRIR) at Illinois. The purpose of this program is to equip students with knowledge and hands-on skills to conduct, understand, and communicate advanced analyses with HR Data. This expertise will better equip MHRIR graduates for the information economy and data revolution in HR practice, leveraging people-focused analytics to make better HR decisions for hiring, training, compensation, retention, and labor relations. Available courses cover topics like advanced prediction/regression models, applied measurement, spreadsheets, data visualization and presentation, machine learning/AI, workforce planning, and firm performance/finance for HR.

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Code	Title	Hours
Choose any three courses from the below list. 12 credit hours total.		
LER 510	HR Analytics: Methods & Data-Driven Prediction	4
LER 526	Machine Learning Applications in HR	4
LER 527	Applied HR Topics: Spreadsheet & Visualization Analysis	4
LER 568	Firm Performance and HR	4
Total Hours		12

A cumulative GPA of a 3.0 is required for the concentration courses.

All students must complete the 48-hour degree requirements of the MHRIR curriculum. Concentration requirements will count as part of the 24-hour elective coursework.

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Upon completion of this concentration, students will be able to:

1. Demonstrate a practical understanding of key concepts in data analytics and advanced statistics. The concentration builds upon the

statistical knowledge gained from the LER core required statistics course.

2. Use popular data analysis tools in the field of HR (e.g., Excel, R, Power BI) to visualize, summarize, and analyze organizational data.
3. Use findings from data analysis to better understand organizational phenomena, evaluate HR initiatives, and inform HR decision making.
4. Effectively communicate data analysis and statistical findings to various organizational stakeholders.

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