

교과목 번호 (Course Code)	명칭 (Title)	국문	조직개발 인재분석론			
M1643.001000		영문	People Analytics for Organization Development			
학과(부)(전공) (Department)	농업생명과학대학 농산업교육과 (Dept. of Agricultural and Vocational Education, College of Agriculture and Life Sciences)		과정 및 학년 (Level)	대학원 (Graduate)	학점구조 (Credit-Structure)	3-3-0
교과구분 (Classification)	전공선택 (Elective Subject for Major)		성적부여 (Grading)	A-F	수강정원 (Quota)	30
담당교원 (Instructor)	YOON, Seung Won / hrdswon@gmail.com , https://new.tamuc.edu/people/seung-won-yoon/ , 1.217.493.5741 Office Hour: Tue & Friday 12 pm – 1pm, or by appointment					
수업기간 (Course Dates)	28 June – 23 July, 2021		강의시간 (Timetable)	Mon, Tue, Wed, Thu (9:00~12:00)		
운영방식 (Mode of Teaching)	실시간 온라인 강의 (Synchronous = Real-time Online Lectures) Note: to be recorded for those who have to miss the real-time sessions					

Prerequisite Course	N/A.								
Course Objectives	Apply People Analytics and Network Analysis to Improve Data-Informed Decisions in Organizations								
Course Materials and References	Textbooks <ol style="list-style-type: none"> Pease, G., Byerly, B., & Fitz-enz, J. (2012). Human capital analytics: How to harness the potential of your organization's greatest asset. John Wiley & Sons. Cross, R. L., & Parker, A. (2004). The hidden power of social networks: Understanding how work really gets done in organizations. Harvard Business Press. Hanneman, R. A., & Riddle, A. (2005). Introduction to social network methods. Riverside, CA: UC Riverside. (freely available at http://faculty.ucr.edu/~hanneman/) 								
Evaluation (%)	Attendance	Assignment	Midterm	Final	Participation & Contribution	Attitude	Other	Sum	
		10 x 2 = 20			10 x 4 = 40		20 x 2 = 40	100	
	Attendance Policy :		Students who are absent for over 1/3 of the class will receive a grade of 'F' or 'U' for the course. (Exceptions can be made when the cause of absence is deemed unavoidable by the course instructor.)						
	Other Remarks :		5 Zoom sessions attendance are strongly recommended. If has to miss one or two, can review the recorded session and still complete the course.						
Lecture Plan	Week 1 – People Analytics I/II (12 hrs) <ul style="list-style-type: none"> Zoom on Mon & Thu (9 am – 12 pm): Mon (People Analytics & Project overview); Thu (Measurement Map) Online reading & discussion: What is People Analytics; How to determine client and project focus; Creating a measurement map Week 2 – People Analytics II/II (12 hrs)								

		<ul style="list-style-type: none"> Zoom on Mon & Thu (9 am – 12 pm): Mon (Data collection & analysis); Thu (Project guideline) Online reading & discussion: Data collection & analysis; Aligning with solutions; Reporting and sharing <p>Week 3 – Network Analysis Design (12 hrs)</p> <ul style="list-style-type: none"> Zoom on Mon & Thu (9 am – 12 pm): Network analysis fundamentals (lecture) Online reading & discussion: Organizational Network Analysis design & cases <p>Week 4 – Network Analysis Application (12 hrs)</p> <ul style="list-style-type: none"> Zoom on Mon & Thu (9 am – 12 pm): Mon (Selecting a group & project); Thu (Project reporting and debriefing on lessons learned) Online reading, learning UCINET and applying it to the project
Additional Notes for Students		A 90-day free version of UCINET can be downloaded from https://sites.google.com/site/ucinetsoftware/home
Assistance for Students with Disabilities	Class	<ul style="list-style-type: none"> Visual Impairment: Make textbooks(digital textbook, braille textbook, enlarged textbook etc.), Allow note takers Physical Disability: Make textbooks (digital textbook), Allow note takers and assistants Hearing Impairment: Allow note takers and translators, Allow lecture recording Health Impairment: Excuse absence due to health problems, Allow note takers Learning Disability: Allow note takers Intellectual Disability / Autism Spectrum Disorder: Allow note takers and mentors
	Assignment & Evaluation	<ul style="list-style-type: none"> Visual Impairment / Physical Disability / Hearing Impairment / Health Impairment / Learning Disability: Extend assignment deadlines, Offer alternate assignment submission and response method, Extend testing period, Offer alternate testing method, Offer different testing room Intellectual Disability / Autism Spectrum Disorder: Offer individualized assignments and alternative evaluations
	Others	Students who take this course can get appropriate level of support service including the support listed above depending on the students' individual characteristics and needs through consultation with professors and the Support Center for Students with Disabilities. If you have any questions concerning support service for students with disabilities you can contact Professor *** (Contact Information) or Support Center for Students with Disabilities (02-880-8787).