Course No.		Lecture No.		Course Title (Subtitle)		People Analyti Analysis	cs & Network	Credit	
Representative Instructor	Name	Seung Wor Yoon	n (post:		)	Homepage	https://new.tamuc.edu/people/seung- won-yoon/		
	E- mail	hrdswon@gmail.com				Phone No.	1.217.493.5741		
	Office Hour/Place: Mon & We			d 12 pm – 1 pm, or by appointment (Zoom)					

Prerequisite Course	N/A									
*1. Purpose of Course	Apply People Analytics and Network Analysis to Improve Data-Informed Decisions in Organizations									
*2. Materials and Reference	<ol> <li>Textbooks         <ol> <li>Pease, G., Byerly, B., &amp; Fitz-enz, J. (2012). Human capital analytics: How to harness the potential of your organization's greatest asset. John Wiley &amp; Sons.</li> </ol> </li> <li>Cross, R. L., &amp; Parker, A. (2004). The hidden power of social networks: Understanding how work really gets done in organizations. Harvard Business Press.</li> <li>Hanneman, R. A., &amp; Riddle, A. (2005). Introduction to social network methods. Riverside, CA: UC Riverside. (freely available at <a href="http://faculty.ucr.edu/~hanneman/">http://faculty.ucr.edu/~hanneman/</a></li> </ol>									
	Attendance	Assignment	Midterm	Final	Discussion	Attitude	Projects	합계		
		10x2=20			10x4=40		20x2=40	100		
*3. Evaluation (%)	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 :									

*4. Lecture Plan		Class Dates: MWF, 06/27/2021 – 07/30/2021 Class Time: MWF, 09:00am – 12:00pm (Korea Standard Time, via Zoom)						
		<ul> <li>Week 1 – People Analytics I/III What &amp; Why</li> <li>Zoom: M (People Analytics &amp; Project overview); F (Measurement Map/Project guideline)</li> <li>Online reading &amp; discussion: What is People Analytics; How to determine client and project focus; Creating a measurement map</li> <li>Week 2 – People Analytics II/III How</li> <li>Zoom: M (Sharing measurement maps); F (Collecting data)</li> </ul>						
		Online reading & discussion: Data collection						
		Week 3 – People Analytics III/III Dissemination & Impacts  • Zoom: Mon (Data analysis/Project progress); F (Project sharing)						
		Online reading & discussion: Data analysis; Aligning with solutions; Reporting and sharing						
		<ul> <li>Week 4 – Network Analysis Design</li> <li>Zoom: M (Network analysis fundamentals); F (Group formation)</li> <li>Online reading &amp; discussion: Organizational Network Analysis design &amp; cases</li> </ul>						
		Week 5 – Network Analysis Application  • Zoom: M (Project planning); W (Project sharing)  • Online reading, learning UCINET and applying it to the project						
		Grade modification and finalization period: 08//01/2021 – 08/05/2021						
5. Additional Notes for Students		A 90-day free version of UCINET can be downloaded from https://sites.google.com/site/ucinetsoftware/home						
6. Assistance for Students with Disabilities	Class	○ Visual Impairment: Make textbooks(digital textbook, braille textbook, enlarged textbook etc.), Allow note takers						
		O Physical Disability: Make textbooks (digital textbook), Allow note takers and assistants						
		Hearing Impairment: Allow note takers and translators, Allow lecture recording						
		<ul> <li>Health Impairment: Excuse absence due to health problems, Allow note takers</li> <li>Learning Disability: Allow note takers</li> </ul>						
		<ul> <li>○ Intellectual Disability / Autism Spectrum Disorder: Allow note takers and mentors</li> </ul>						
	Assignment & Evaluation	<ul> <li>◯ Visual Impairment / Physical Disability / Hearing Impairment / Health Impairment / Learning</li> <li>Disability: Extend assignment deadlines, Offer alternate assignment submission and response method, Extend testing period, Offer alternate testing method, Offer different testing room</li> <li>◯ Intellectual Disability / Autism Spectrum Disorder: Offer individualized assignments and alternative evaluations</li> </ul>						
	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 ***(1.217.493.5741 or hrdswon@gmail.com) or Support Center for Students with Disabilities (02-880-8787).						