



UNIVERSITÀ DEGLI STUDI  
DI MILANO

## MANAGEMENT OF HUMAN RESOURCES (MHR) MANAGEMENT OF HUMAN RESOURCES AND LABOUR STUDIES (MLS)

**Workshop 2021 - 2022**

### **HR Analytics: Visualization techniques and strategies**

**Facilitator: Alessandro Ruberti, Data Scientist.**

#### **INTRODUCTION**

The Big Data has now become a core-functionality needed within organizations.

The ability to monitor data and ultimately master their complexity is a skill which represents the very modern competitive advantage for most industries.

Probably one of the most important skills to master is the ability to develop eye-catching, intuitive, and highly effective data visualization to communicate powerful messages via images and charts.

#### **LEARNING OUTCOMES**

This workshop aims to provide the necessary understanding about how to present data collected through Hr analytics to stakeholders, colleagues, bosses, and customers.

Data visualization plays a key-role in delivering messages that words cannot effectively give.

In particular, the participants will acquire:

- How to structure a presentation.
- How to select a visualization based on the intended message to be delivered.
- Which data to use for delivering the best visualization.
- How to create a whole presentation of a given data topic.

#### **PROGRAMME DETAILS**

- Structure presentation indexes.
- Type of visualizations.
- Data Exploration.
- Tools to build visualization and charts.
- Project case

#### **WHO IS IT FOR?**

MHR first-year and second-year students, and MLS students nearly to graduation.

Maximum number of participants to the laboratory: **20**

If the number of students enrolling in the course surpasses the number of places available, precedence will be given to second-year students and students nearly to graduation.

The workshop will start if there are at least 8 participants.

## **METHODOLOGY**

During the workshop there will be presentations, case studies, discussions and learning games.

All topics will be presented with a pragmatic approach, providing several examples and exercises.

## **FINAL EVALUATION**

At the end of the workshop, the students have to write an individual report in which they are called to summarize what they learned, and a group presentation related to a typical data science project activity.

Required minimum attendance: 80% of the meetings.

3 credits will be provided to students who will do the required reports.

## **SCHEDULE:**

<b>Date</b>	<b>Timetable</b>	<b>Where</b>
April 6 <sup>th</sup>	2:30 p.m. – 6:30 p.m.	Room 26
April 13 <sup>th</sup>	2:30 p.m. – 6:30 p.m.	Room 26
April 20 <sup>th</sup>	2:30 p.m. – 6:30 p.m.	Room 26
April 29 <sup>th</sup>	8:30 am – 12:30 am	Room 22
May 4 <sup>th</sup>	2:30 p.m. – 6:30 p.m.	Room 26

## **HOW TO APPLY**

To apply please send an email within **March 10<sup>th</sup>, 2022** to

**mhr@unimi.it**

**Please put in the objective line: HR analytics workshop 2022**

**Info to include in the mail:**

- ID number (matricola)
- Name/ Surname
- Master's degree program
- Year of Study