



MANAGEMENT OF HUMAN RESOURCES (MHR)

MHR Workshop 2022 - 2023

HR Analytics: Data-driven techniques and visualization strategies

Facilitator: Professor 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 of 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 in 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:

Date	Timetable	Where
February 15	3:30 p.m. – 6:30 p.m.	Room 26 (building 1 – Conservatorio street)
February 22	3:30 p.m. – 6:30 p.m.	Room 26
March 1	3:30 p.m. – 6:30 p.m.	Room 26
March 8	3:30 p.m. – 6:30 p.m.	Room 26
March 15	3:30 p.m. – 6:30 p.m.	Room 26
March 22	3:30 p.m. – 6:30 p.m.	Room 26

HOW TO APPLY

- ✓ Send an email within **JANUARY 30TH 2023** to **mhr@unimi.it**

Please put in the objective line: HR analytics workshop 2023

Info to include in your email:

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