**Assignment 2 – Project report; 75%; 3000 words (+/- 10%); 11th January 2022 at 1pm.**

The project will demonstrate your ability to research and report on a specific HR issue (practice, policy) or problem outlined in the proposal. It must be based on the secondary data provided in the module, ideally the same data-set that you selected for the project proposal. It should be embedded in the existing body of academic and industry knowledge on the phenomenon under investigation and insights into quantitative methodology. It should demonstrate your ability to analyse data to draw business relevant conclusions and to build business case for HR analytics.

In your report:

1. Indicate issue under investigation and rationale for investigating it
2. Demonstrate insights from the literature which will include review of previous research on the topic (academic and industry)
3. Explain and justify analytical approach – go beyond discussion of the specific analytic test to critically review the nature of quantitative and secondary data overall and specifically in the data set.
4. Produce data analysis and interpretation and subsequently answers to the posed analytical problems/questions. Draw conclusions and provide practical recommendations for action.
5. Critically evaluate HR analytics approach – show how this approach can add value to the organisation but also consider its limitations and ethical challenges.

**Project report marking criteria:**

In this assignment you should demonstrate an ability to carry out and report on an HR analytic project.

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| **Criterion** | **Weighting** |
| Clear structure and presentation | 10% |
| Literature review | 20% |
| Method and analysis | 30% |
| Conclusions and recommendations | 20% |
| Critical evaluation of HR analytics | 20% |