

# HUMAN CAPITAL ANALYTICS AND TECHNOLOGY (STEM) (MS)

Department Website (<https://www.sps.nyu.edu/content/sps/homepage/academics/masters-degrees/ms-in-human-capital-analytics-and-technology.html>)

**NYSED:** 39919 **HEGIS:** 0515.00 **CIP:** 52.1399

## Program Description

The Master of Science in Human Capital Analytics and Technology (HCAT) is an accelerated, 30-credit program that can be completed online, onsite, or in a blended format. *All incoming students are required to attend a one-week intensive course onsite in NYC at the start of the program.* This degree is designed for emerging and mid-level professionals (three to five years or more of related experience) who have a strong interest and appreciation for the role of people analytics and technology in business strategy and planning. Upon completion of the program, graduates will be able to not only research, evaluate, and implement analytical methods and technology, but also to build a narrative around the data for a broad array of stakeholder audiences. Students will also acquire the analytical approaches, technology readiness, business acumen, and communication skills necessary to lead human capital analytics and technology functions.

The Human Capital Analytics and Technology master's is offered through the Human Capital Management department (<https://www.sps.nyu.edu/homepage/academics/divisions-and-departments/division-of-programs-in-business/human-capital-management.html>) within the Division of Programs in Business (<https://www.sps.nyu.edu/homepage/academics/divisions-and-departments/division-of-programs-in-business.html>).

## Admissions

All applicants to the School of Professional Studies (SPS) are required to submit the general application requirements (<https://www.sps.nyu.edu/homepage/admissions/admissions-criteria-and-deadlines/general-graduate-admissions-criteria.html>), which include:

- Application Fee
- College/University Transcripts
- Résumé
- Statement of Purpose
- Degree Requirements
- Recommendations
- Kira Talent Assessment
- Degree-Specific Requirements
- English Language Assessment
- Pearson Versant English Placement Test
- International Transcript Evaluation
- International Student Visa Requirements

See degree specific application requirements (<https://www.sps.nyu.edu/homepage/admissions/admissions-criteria-and-deadlines/graduate-programs.html>) for instructions specific to this program.

## Program Requirements

The program requires the completion of 30 credits, comprised of the following:

Course	Title	Credits
<b>Core Requirements</b>		
HCAT1-GC 1000	People and Organization Management	3
HCAT1-GC 1005	Workforce Planning	3
HCAT1-GC 1010	Human Resources Information Systems	3
HCAT1-GC 1015	Business Communications	1.5
HCAT1-GC 1020	Managing Complex Projects	1.5
HCAT1-GC 1025	Managing the Analytics Function	3
HRCM1-GC 1210	Quantitative Methods and Metrics for Decision Making	3
<b>Electives</b>		
Select six of the following:		9
HCAT1-GC 2000	Current/Future Trends in Human Capital Analytics and Technology	
HCAT1-GC 2005	Storytelling with Data	
HCAT1-GC 2010	Digital Workplace Design	
HCAT1-GC 2015	Intelligent Automation	
HCAT1-GC 2020	Algorithmic Responsibility	
HCAT1-GC 2025	Agile Methods and Organization	
HCAT1-GC 2030	Internship	
<b>Capstone</b>		
HCAT1-GC 3000	Capstone Project	3
<b>Total Credits</b>		<b>30</b>

## Sample Plan of Study

Course	Title	Credits
<b>1st Semester/Term</b>		
HCAT1-GC 1000	People and Organization Management	3
HCAT1-GC 1010	Human Resources Information Systems	3
HCAT1-GC 1015	Business Communications	1.5
HCAT1-GC 1005	Workforce Planning	3
<b>Credits</b>		<b>10.5</b>
<b>2nd Semester/Term</b>		
HCAT1-GC 1025	Managing the Analytics Function	3
HRCM1-GC 1210	Quantitative Methods and Metrics for Decision Making	3
HCAT1-GC 1020	Managing Complex Projects	1.5
HCAT1-GC 2010	Digital Workplace Design	1.5
HCAT1-GC 2015	Intelligent Automation	1.5
<b>Credits</b>		<b>10.5</b>
<b>3rd Semester/Term</b>		
HCAT1-GC 2005	Storytelling with Data	1.5
HCAT1-GC 2020	Algorithmic Responsibility	1.5
HCAT1-GC 2000	Current/Future Trends in Human Capital Analytics and Technology	1.5
HCAT1-GC 2025	Agile Methods and Organization	1.5

HCAT1-GC 3000	Capstone Project	3
	<b>Credits</b>	<b>9</b>
	<b>Total Credits</b>	<b>30</b>

## Learning Outcomes

Upon successful completion of the program, graduates will:

1. Analyze employee life cycle and assess skills needed to meet strategic business objectives.
2. Employ the complete spectrum of analytics activities: descriptive (what happened), diagnostic (why it happened), predictive (what will happen), and prescriptive (what should happen) to address specific human capital challenges.
3. Analyze relevant theoretical frameworks, strategies and tools to consider technology challenges from varied perspectives.
4. Adopt latest technologies to support decision making to advance the strategic goals of an organization.
5. Effectively communicate data-driven findings to organizational stakeholders in non-technical terms.
6. Apply data visualization techniques to effectively communicate information.
7. Justify algorithmically informed decisions to ensure ethical accountability and prevent unjust impacts.
8. Forecast impact of emerging technologies on business and social outcomes.
9. Demonstrate the business acumen, leadership, and communication skills necessary to build support and buy-in for human capital analytics and technology initiatives.
10. Partner with organizational leadership to leverage human capital management initiatives for competitive advantage.

## Policies

### NYU Policies

University-wide policies can be found on the New York University Policy pages (<https://bulletins.nyu.edu/nyu/policies/>).

### School of Professional Studies Policies

Additional academic policies can be found on the School of Professional Studies academic policy pag (<https://bulletins.nyu.edu/graduate/professional-studies/academic-policies/>)e.