HUMAN CAPITAL ANALYTICS AND TECHNOLOGY (MS)

Department Website (https://www.sps.nyu.edu/content/sps-nyu/explore/degrees-and-programs/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 designed for emerging and mid-level professionals (three to five years or more of related experience) who have a strong interest in 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 research, evaluate, and apply analytical methods and technology, build a narrative around the data for a broad array of stakeholder audiences, and develop the business acumen and communications skills needed to be effective in executing and leading the human capital analytics and technology function.

Admissions

Admission to master's programs at the NYU School of Professional Studies requires the completion of a U.S. bachelor's degree or its international equivalent. Admissions decisions are made through a holistic review process. Visit the SPS Admissions website (https://www.sps.nyu.edu/homepage/admissions/admissions-criteria-and-deadlines/graduate-programs.html) for detailed application requirements and deadlines.

Program Requirements

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

Course	Title	Credits
Core Requirements		
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
Electives		
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	Designing Agile Organizations	
HCAT1-GC 2030	Internship	
Capstone		
HCAT1-GC 3000	Capstone Project	3
Total Credits		**30**

Sample Plan of Study

Full-Time Plan

Course	Title	Credits
1st Semester/Term		
HCAT1-GC 1000	People and Organization Management	3
HCAT1-GC 1005	Workforce Planning	3
HCAT1-GC 1015	Business Communications	1.5
HCAT1-GC 1020	Managing Complex Projects	1.5
HCAT1-GC 2025	Designing Agile Organizations	1.5
HCAT1-GC 2020	Algorithmic Responsibility	1.5
	Credits	**12**
2nd Semester/Term		
HRCM1-GC 1210	Quantitative Methods and Metrics for Decision Making	3
HCAT1-GC 1025	Managing the Analytics Function	3
HCAT1-GC 1010	Human Resources Information Systems	3
HCAT1-GC 2005	Storytelling with Data	1.5
HCAT1-GC 2015	Intelligent Automation	1.5
	Credits	**12**
3rd Semester/Term		
HCAT1-GC 3000	Capstone Project	3
HCAT1-GC 2000	Current/Future Trends in Human Capital Analytics and Technology	1.5
HCAT1-GC 2010	Digital Workplace Design	1.5
	Credits	**6**
	Total Credits	**30**

Part-Time Plan

Course	Title	Credits
1st Semester/Term		
HCAT1-GC 1000	People and Organization Management	3
HCAT1-GC 1005	Workforce Planning	3
	Credits	**6**
2nd Semester/Term		
HCAT1-GC 1025	Managing the Analytics Function	3
HRCM1-GC 1210	Quantitative Methods and Metrics for Decision Making	3
	Credits	**6**
3rd Semester/Term		
HCAT1-GC 1015	Business Communications	1.5
HCAT1-GC 1020	Managing Complex Projects	1.5
HCAT1-GC 2020	Algorithmic Responsibility	1.5
HCAT1-GC 2025	Designing Agile Organizations	1.5
	Credits	**6**
4th Semester/Term		
HCAT1-GC 1010	Human Resources Information Systems	3
HCAT1-GC 2005	Storytelling with Data	1.5
HCAT1-GC 2015	Intelligent Automation	1.5
	Credits	**6**
5th Semester/Term		
HCAT1-GC 3000	Capstone Project	3
HCAT1-GC 2000	Current/Future Trends in Human Capital Analytics and Technology	1.5

HCAT1-GC 2010	Digital Workplace Design	1.5
	Credits	**6**
	Total Credits	**30**

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 (https://bulletins.nyu.edu/graduate/professional-studies/academic-policies/).

Internship Course Policy

Students must complete a minimum of 18 credits and have a minimum GPA of 3.0 to be eligible to apply for the internship course.