□□□□□□□□□□□□□□□□□□

NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA
(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: III - THEORY EXAMINATION (2024- 2025)

Subject: HR Analytics

Time: 3 Hours

Max. Marks: 100

General Instructions:

IMP: *Verify that you have received the question paper with the correct course, code, branch etc.*

1. This Question paper comprises of three Sections -A, B, & C. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.

2. Maximum marks for each question are indicated on right -hand side of each question.

3. Illustrate your answers with neat sketches wherever necessary.

4. Assume suitable data if necessary.

5. Preferably, write the answers in sequential order.

6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.

SECTION-A

20

1. Attempt all parts:-

1-a.   Analytics based HR decisions are: (CO1,K2)   1

   (a)   Evidence based

   (b)   Futuristic

   (c)   Value adding

   (d)   All of the above

1-b.   _____ deals with category/specific types of employees who are at high flight risk. (CO1, K2)   1

   (a)   Competency Acquisition Analytics

   (b)   Retention risk analytics

   (c)   Capability analytics

   (d)   Capacity analytics

1-c.   In this approach, auditors review past actions to determine if they comply with legal requirements and company policies and procedures. (CO2, K2)   1

   (a)   Compliance approach

   (b)   MBO approach

   (c)   Statistical approach

   (d)   None of these

1-d.   _____ refers to keeping administrative employee records. (CO2, K2)   1

   (a)   HRIS

(b) HRMS

(c) HCM

(d) HRM

1-e.   Raw data should be processed only one time. (CO3, K2)   1

(a) True

(b) False

(c) Depends on the scenario

(d) None of these

1-f.   Point out the correct statement. (CO3, K2)   1

(a) Nearly 80% of data analysis is spent on wrangling data

(b) Nearly 20% of data analysis is spent on data dredging

(c) Nearly 80% of data analysis is spent on the cleaning and preparing data

(d) None of the mentioned

1-g.   Reporting in business intelligence is------- . (CO4, K2)   1

(a) Statistical analysis

(b) Informational summary

(c) Predictive modeling

(d) All the above

1-h.   Creating a new measurement for mathematical skills even though one exists   1
requires the researcher to pay attention to the guidelines for maintaining _____.
(CO4, K2)

(a) Construct validity

(b) Face validity

(c) Criterion validity

(d) Content validity

1-i.   _____ explain the causal relationship between two variables or "how" the   1
relationship works, making it a very popular method in psychological research.
(CO5, K2)

(a) Mediator

(b) Moderator

(c) Interactor

(d) None of the above

1-j.   In PICO framework, C stands for: (CO5, K2)   1

(a) Comparison

(b) Content

(c) Continuous

(d) None of these

2. Attempt all parts:-

2.a.	Define employee life cycle. (CO1, K2)	2
2.b.	List the various types of HR Benchmarking. (CO2, K2)	2
2.c.	Classify sources of data for HR Analytics. (CO3, K2)	2
2.d.	Define the term workforce segmentation. (CO4, K2)	2
2.e.	Write any two benefit of using Workforce Scorecard. (CO5, K2)	2

SECTION-B 30

3. Answer any <u>five</u> of the following:-

3-a.	State the difference between people analytics and HR analytics. Give examples to support your answer. (CO1, K2)	6
3-b.	Explain the contribution of 'Project Oxygen' in the evolution of HR Analytics. (CO1, K2)	6
3-c.	Elaborate on the components of HR that can be benchmarked. Explain with example. (CO2, K2)	6
3-d.	Explain the various HR Audit approaches of human resource evaluation. Give example of each approach. (CO2, K2)	6
3.e.	Analyze the HR metrics for compensation and benefits management function. (CO3, K4)	6
3.f.	Discuss how HR Analytics can help in improving Diversity & Inclusion at workplace. (CO4, K2)	6
3.g.	Highlight the implementation process of HR scorecard after the successful creation. (CO5, K2)	6

SECTION-C 50

4. Answer any <u>one</u> of the following:-

4-a.	Explain how HR analytics can be applied to workforce planning and management. Provide examples to illustrate your points. (CO1, K2)	10
4-b.	Analyze a real-world case where HR analytics played a crucial role in solving an organizational issue or enhancing HR outcomes. What lessons can be drawn from this example? (CO1, K4)	10

5. Answer any <u>one</u> of the following:-

5-a.	'HR professional should be judged on all the dimensions of the scorecard.' Explain the four dimensions of balanced scorecard. (CO2, K2)	10
5-b.	Elucidate the relevance of HR scorecard. Explain the steps in creating HR scorecard. (CO2, K2)	10

6. Answer any <u>one</u> of the following:-

6-a.	Elucidate the various data issues that an analyst or decision-maker encounter when dealing with dataset. (CO3, K2)	10
6-b.	"Thoughtful feedback allows you to optimize every area of employee life." Design an employee survey to assess the job satisfaction among employees. (CO3, K6)	10

7. Answer any <u>one</u> of the following:-

7-a.   Identify and discuss five key metrics used in recruitment analytics. How do these   10
        metrics help improve the recruitment process? (CO4, K2)

7-b.   Elaborate the concept of diversity analysis. Explain the demographics on the basis   10
        of which diversity analysis can be implemented. (CO4, K2)

8. Answer any <u>one</u> of the following:-

8-a.   Explain the PICO in context to qualitative studies. Explain the add-on variables of   10
        PICO framework. (CO5, K2)

8-b.   Bring out the typical applications of HR analytics. Elucidate the process of   10
        connecting HR analytics to business benefits with few examples. (CO5, K2)