



PAPER ID-410845

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Subject Code: KMBNHR03

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MBA
(SEM IV) THEORY EXAMINATION 2023-24
HR ANALYTICS

TIME: 3 HRS**M.MARKS: 100****Note:** 1. Attempt all Sections. If require any missing data; then choose suitably.**SECTION A****1. Attempt all questions in brief.**

a.	Explain meaning of prescriptive analytics.	2
b.	Explain the meaning of intuition.	2
c.	What do you mean by data usefulness?	2
d.	Define the importance of HR planning.	2
e.	Differentiate between training and development.	2
f.	Write a note on attrition risk score.	2
g.	What do you mean by key performance indicator?	2
h.	How data tracking is useful in healthcare of employees?	2
i.	Write a note on AVERAGEIF.	2
j.	Discuss about the data presentation.	2

SECTION B**2. Attempt any three of the following:**

a.	What are HR analytics? How it is different from HR metrics? Explain	10
b.	Why data analysis is very important for HRP? Describe with suitable example.	10
c.	“Competency based HR analytics has a competitive advantage”. Do you agree with this view? Why and if not, why not?	10
d.	Discuss the traditional benefits offered to employees to evaluating stress level.	10
e.	“The logical approach to staff metrics begins with a careful assessment and planning of current and prospective data requirement”. Comment	10

SECTION C**3. Attempt any one part of the following:**

a.	Elaborate characteristics and types of Intuitive thinking and Analytical thinking.	10
b.	Elaborate analytical framework with suitable example.	10

4. Attempt any one part of the following:

a.	Give an overview of the various types of reliability and validity test of selection model.	10
b.	What factors affect recruitment analysis of the organization? Explain	10

5. Attempt any one part of the following:

a.	How data analysis relates to an HR decision making process to demand forecasting? Explain	10
b.	Discuss the technique of a training effectiveness and performance.	10

6. Attempt any one part of the following:

a.	Describe the factors affecting compensation and benefits.	10
b.	How do you assess the impact of project intervention? Describe	10

7. Attempt any one part of the following:

a.	Elaborate on HR metrics. Develop some HR metrics for compensation and benefits management function.	10
b.	Explain how an HR dashboard is developed in an organization.	10