HR Analytics_18MBAHR302_IAT-2

Subject - HR Analytics
Subject Code- 18MBAHR302
Date- 04/11/20
Timing: 02:00 PM -03:00 PM
Maximum Marks- 50

1. Email address *

    _____

2. Name

    _____

3. USN

    _____

4. Semester

    Mark only one oval.

    ◯ 3rd

5. Email-Id

    _____

6.   1. Among the following options which one is not the type of Human Resource Metrics-   1 p

Mark only one oval.

⬭ Metrics that measure the effectiveness of the human resources function

⬭ Metrics that measure the efficiency of the human resources department

⬭ Metrics that measure the effectiveness of the employees within the organization

⬭ Metrics that measure the effectiveness of the employees out side the organization

7.   2. "The HR scorecard is a strategic HR measurement system that helps to measure,   1 p
       manage, and improve the strategic role of the HR department."

Mark only one oval.

⬭ True

⬭ False

8.   3. There are five steps to create an HR scorecard. Find the correct order   1 p

Mark only one oval.

⬭ Create HR strategy map, Identify HR deliverables, Creation of HR policies, processes, and
practices, Aligning HR systems, Creating HR efficiencies

⬭ Identify HR deliverables, Create HR strategy map, Creation of HR policies, processes, and
practices, Aligning HR systems, Creating HR efficiencies

⬭ Creation of HR policies, Identify HR deliverables, Create HR strategy map, processes, and
practices, Aligning HR systems, Creating HR efficiencies

⬭ Aligning HR systems, Creation of HR policies, Identify HR deliverables, Create HR strategy map,
processes, and practices, Creating HR efficiencies

9. 4. what do you mean by LAMP Framework   1 p

    Mark only one oval.

    ◯ Logic, Analytics, Mean, Process

    ◯ Logic, Analytics, Measures, Planning

    ◯ Logic, Analytics, Measures, Process

    ◯ Level, Analytics, Measures, Process

10. 5. Human Resource Analytics (HR Analytics) is defined as the area in the field of   1 p
    analytics that deals with people analysis and applying the analytical processes to the
    human capital within the organization to improve employee performance and
    improving employee retention.

    Mark only one oval.

    ◯ True

    ◯ False

11. 6. What does LMS stand for in analytics?   1 p

    Mark only one oval.

    ◯ Learning Management System

    ◯ Learning Management Subset

    ◯ Learning Method System

    ◯ Leadership Management System

12.   7. Complete Logic model is–   1 p

Mark only one oval.

◯ Situation-Inputs-Activities-Outputs-Outcomes-Results

◯ Inputs-Situation-Activities-Outputs-Results-Outcomes

◯ Situation-Activities-Inputs-Outputs-Results-Outcomes

◯ Situation-Inputs-Activities-Outputs-Results-Outcomes

13.   8. Optimization Model With Key Performance Metrics–   1 p

Mark only one oval.

◯ Set Talent Goals- Analyze-Improve-Monitor and Report

◯ Set Talent Goals-Monitor and Report-Improve - Analyze

◯ Set Talent Goals-Improve - Analyze-Monitor and Report

◯ Set Talent Goals-Monitor and Report- Analyze-Improve

14.   9. The Analytics Maturity model can be easily broken down into 5 simple segments by 1 p
       using the "Analytics Maturity Curve".

Mark only one oval.

◯ True

◯ False

15.   10. What does HRIS stand for in HR?   1 p

Mark only one oval.

◯ Human resource innovation systems

◯ Human resource information setup

◯ Human related information systems

◯ Human resource information systems

16.   11. "Business analytics is the process of collating, sorting, processing, and studying   1 p
       business data, and using statistical models and iterative methodologies to transform
       data into business insights."

Mark only one oval.

◯ True

◯ False

17.   12. .... are measurements used to determine the value and effectiveness of   1 p
       HR initiatives, typically including such areas as turnover, training, return on human
       capital, costs of labor, and expenses per employee.

Mark only one oval.

◯ Benchmarking

◯ Human Resource metrics

◯ HR policies

◯ HR procedure

18.   13. Among the following option which one is not an example of HR metrics-   1 p

Mark only one oval.

⬭ Time to hire

⬭ Cost per hire

⬭ Turnover

⬭ Grievances

19.   14. What is the name of the following HR Metrics   1 p

$$\frac{\text{Anticipated Benefits} - \text{Total Development Cost}}{\text{Total Development Cost of Program}} \times 100$$

Mark only one oval.

⬭ Turnover rate

⬭ Return on Investment

⬭ Training Participation Rate

⬭ Average Performance Rating

20.   15. What is the name of the following HR Metrics   1 p

$$\frac{\text{Number of separations during the time period}}{\text{average number of employees during the period}} \times 100$$

Mark only one oval.

⬭ Turnover rate

⬭ Average Performance Rating

⬭ Return on Investment

⬭ Accident Ratio

21.   16. What is the name of the following HR Metrics   1 p

$$\frac{\text{Number of participants}}{\text{Number of eligible employees}} \times \ 100$$

Mark only one oval.

◯ Return on Investment

◯ Compa Ratio

◯ Accident Ratio

◯ Training Participation Rate

22.   17. What is the name of the following HR Metrics   1 p

$$\frac{\text{Number of accidents}}{\text{Number of employees}}$$

Mark only one oval.

◯ Training Participation Rate

◯ Average Performance Rating

◯ Compa Ratio

◯ Accident Ratio

23.   18. The HR scorecard, first published by ……………. in their 2001 book.   1 p

Mark only one oval.

◯ Black Mouton

◯ Becker, Huselid & Ulrich

◯ Mc Gland

◯ Ulrich

24. 19. System alignment is not about software systems. Rather, it is about aligning the   1 p
     different HR practices to create ....

Mark only one oval.

  ⃝ Innovation

  ⃝ Synergy

  ⃝ creativity

  ⃝ Productivity

25. 20. The balanced scorecard was first published by Kaplan and Norton in the early   1 p
     ....

Mark only one oval.

  ⃝ 80s

  ⃝ 70s

  ⃝ 90s

  ⃝ 60s

26. 21. What does HCM:21 stand for in HR?   1 p

Mark only one oval.

  ⃝ Human capital management for 21 people

  ⃝ Human capital management for the twenty-first century

  ⃝ Human capital measurement for the twenty-first century

  ⃝ Human capital measurement for the twenty-first organization

27.   22. .... can be defined as a 'Decision Science' which helps in enhancing the   1 p
      decision making in the field of Human Resource (HR).

Mark only one oval.

( ) HCM

( ) Talent-ship

( ) HR Policies

( ) HR Procedure

28.   23. Among the following option which one is not a component of an effective   1 p
      analytics framework–

Mark only one oval.

( ) An assortment of tools

( ) A set of useful solution patterns

( ) One or more model forms

( ) Feedback

29.   24. "Information and insights are drawn from data and presented with highly   1 p
      interactive graphics to show: Exploratory data analysis, Modeling output, Statistical
      predictions" is known as:

Mark only one oval.

( ) optimization

( ) Data visualization

( ) Forecasting

( ) Analysis

30.   25. Real-time analytics are data collected and reported on in-the-moment, or in real-   1 p
       time.

       Mark only one oval.

       ◯ True

       ◯ False

31.   26. With huge chunks of historical data available in conjunction with real-time cloud   1 p
       data drawn from a tremendous user base, ... is groundbreaking in its ability to
       move the evolution of business analytics forward.

       Mark only one oval.

       ◯ Real time analysis

       ◯ Big Data

       ◯ Diagnostic analytics

       ◯ Predictive analytics

32.   27. Business analytics is also used for prescriptive analysis, which is utilized to analyze   1 p
       past events.

       Mark only one oval.

       ◯ True

       ◯ False

33.   28. Analytics helps you measure how much of your mission statement is   1 p
       accomplished.

       Mark only one oval.

       ◯ True

       ◯ False

34.　29. Analytics can not provide clearer insights through Data Visualization.　　　1 p

Mark only one oval.

◯ True

◯ False

35.　30. Among the following option which one is not an application of HR Analytics?　　1 p

Mark only one oval.

◯ Talent Acquisition

◯ Training and evaluation

◯ Employee performance

◯ Customer Satisfaction

36.　Case Study

Amazon India Case Study

Amazon India, one of the top ecommerce companies was facing a business challenge. The strength of the company was its Human Resource but the real challenge was to effectively manage the HR and retain talent as the competitors try to pouch it's best talent. The attrition rate in the company was high in recent years, and this was a new challenge to be handled by a recently recruited HR head Miss.Pallavi. Pallavi asked Miss.Taniya a newly recruited HRAnalyst in a team to conduct an employee survey and found that lack of incentives and low salary hike was one of the major reason that employees are quoting for high employee turnover. However, HR head Pallavi disagreed, her view was, most employees were not eligible for incentives and salary hike as their performance was not as satisfactory.

Puzzled Pallavi & Taniya wanted to know what are the factors which impact the performance and how performance of the employees can be improved.

Amazon has decided to hire you as an Analytics expert to provide insights and recommend strategies. As an HR Analyst, you need to address following issues:

37.   31. What is the impact on performance? Set priorities for factors   5 pc

_____

38.   32. How do you predict employee performance before even hiring-assessing job   5 pc
       applicants?

_____

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39.   33. Do you think Amazon could make a difference with HR analytics?   5 pc

_____

40.   34. If yes, substantiate your answer?   5 pc

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