

HR Analytics_18MBAHR302_IAT-3

Subject - HR Analytics

Subject Code- 18MBAHR302

Date- 15/12/20

Timing: 02:00 PM -03:00 PM

Maximum Marks- 50

*** Required**

1. Email address *

2. Name *

3. USN *

4. Semester *

5. CMRIT email-Id *

6. 1. Two categories of demographics are-

1 p

Check all that apply.

- Individual & Group
- Individual & organizational
- Organizational & Institutional
- Institutional & Group

7. 2. Two important considerations when selecting the demographics to include in the measurement plan: First, can an individual's demographic have an impact on his or her performance, Second, can the individual's demographic predict the impact of the investment?

1 p

Mark only one oval.

- True
- False

8. 3. What do you mean by "HRIS"

1 p

Mark only one oval.

- Human resources information systems
- Human resources institutional systems
- Human resources information software
- Human requirements information systems

9. 4.is a plan that explicitly connects investments to strategic goals via the metrics.

1 p

Mark only one oval.

- organizing
- Alignment
- long term plan
- short term plan

10. 5.is a visual depiction of the alignment between an investment and the organization's strategic goals.

1 p

Mark only one oval.

- Strategic Map
- Visual Map
- Location Map
- Measurement Map

11. 6. Human resources (HR).....aggregate and present employee data in a meaningful way, and are designed to help make the most of everyone's time, both within the HR team and throughout the entire organization.

1 p

Mark only one oval.

- Matrices
- Dashboards
- Policies
- Objectives

12. 7. Dashboard Classifications are 1. Operational, 2. Strategic Dashboards, 3. Analytical 1 p

Mark only one oval.

True

False

13. 8. Full form of "KPIs" is- 1 p

Mark only one oval.

Key Performance Incidents

Key People Indicators

Key Performance Identification

Key Performance Indicators

14. 9..... help HR teams and business managers understand the effectiveness, satisfaction, and goal progress of their workforce. 1 p

Mark only one oval.

Employee Development Dashboard

Employee Performance Dashboard

Gender Salary Comparison Dashboard

None of the above

15. 10. Which dashboard shows an HR leader training program metrics such as completion percentage, hours, and cost. Interactive charts allow the user to break out data by dimensions like department, program, gender and more? 1 p

Mark only one oval.

- Employee Performance Dashboard
- Employee Development Dashboard
- Gender Salary Comparison Dashboard

16. 11. Which one is not a key capability of an HR dashboard? 1 p

Mark only one oval.

- Fully interactive
- Augmented Analytics
- Automated Alerts and Reporting
- None of the above

17. 12. The HR (human resources)matches business strategy against HR deliverables and objectives to provide a statistical basis by which HR efficiency and contribution to strategy implementation can be measured. 1 p

Mark only one oval.

- Dashboard
- Matrices
- Scorecard
- None of the above

18. 13. Prescriptive analytics provides:

1 p

Mark only one oval.

- Past data
- Recommendations/ Suggestions for the future
- Data
- Problems

19. 14. SEO stands for:

1 p

Mark only one oval.

- Search entry optimization
- Search engine optimization
- Search engine opportunities
- none of the above

20. 15. Data Reliability is about measuring the same thing over and over again and achieving the same result

1 p

Mark only one oval.

- True
- False

21. 16. Poor quality data is a big challenge for Business Analytics.

1 p

Mark only one oval.

- True
- False

22. 17. Automated analytics are analytics that ultimately requires very few to zero manual input 1 p

Mark only one oval.

- True
- False

23. 18. Data collected and reported on in-the-moment, or in real-time, is called 1 p

Mark only one oval.

- Predictive analytics
- Automated analytics
- Real-time analytics
- Other: _____

24. 19.is a tool that shows how HR adds value to organizational goals. 1 p

Mark only one oval.

- Big data
- Optimization
- HR Value Chain
- Other: _____

25. 20. There are five steps to create an HR scorecard. Find the correct order

1 p

Mark only one oval.

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

26. 21. What do you mean by LAMP Framework

1 p

Mark only one oval.

- Logic, Analytics, Mean, Process
- Logic, Analytics, Measures, Planning
- Level, Analytics, Measures, Process
- Logic, Analytics, Measures, Process

27. 22. The HR scorecard, first published by in their 2001 book.

1 p

Mark only one oval.

- Black Mouton
- Becker, Huselid & Ulrich
- Mc Gland
- Ulrich

28. 23. Key performance indicators of "Implemented Best Talent Management Practices" are 1 p

Mark only one oval.

- Number of Qualified Talents per Strategic Positions
- Progress of Talent Development Plan
- % of Senior Managers who Have Been Promoted Internally
- All the above

29. 24. The development of an HR Scorecard must be done with three perspectives in mind as follows:1. A financial perspective 2. Customer perspective 3. An internal perspective 1 p

Mark only one oval.

- True
- False

30. 25. Correlations appear when various key performance indicators tend to vary in relationship to one another or other characteristics 1 p

Mark only one oval.

- True
- False

31. 26.is the process of detecting and correcting corrupt or inaccurate records from a record set, table, or database and refers to identifying incomplete, incorrect, inaccurate, or irrelevant parts of the data and then replacing, modifying, or deleting the dirty or coarse data. 1 p

Mark only one oval.

- Data Collection
- Data Cleaning
- Data Analytics
- None of the above

32. 27. Demographic data refers to socio-economic information expressed statistically, also including employment, education, income, marriage rates, birth and death rates, and more factors 1 p

Mark only one oval.

- True
- False

33. 28. Transformation of HR as a strategic partner is not a benefit of Workforce analytics 1 p

Mark only one oval.

- True
- False

34. 29. HR analytics can not help to predict the hiring needs of an organization 1 p

Mark only one oval.

- True
- False

35. 30. Fostering a culture of continuous learning is a challenge for the HR department. 1 p

Mark only one oval.

True

False

36. 31. Briefly discuss all the classifications of " Dashboards" 5 pc

37. 32. Define HR Scorecard? briefly discuss its objectives 5 pc

38. 33. Briefly discuss the Implementation process of HR Scorecard 5 pc

39. 34. Briefly discuss the Learning Management System(LMS)

5 pc

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