

**Scheme of Evaluation
Internal Assessment Test 1– DEC 2022**



Sub:	HR Analytics		
Date: _____	Duration: <u>90mins</u>	Max Marks: <u>50</u>	Sem: I

Code:	20MBHR304
Branch:	MBA

Note: Part A - Answer Any Two Full Questions (20*02=40 Marks)

Part B - Compulsory (01*10= 10marks)

Part	Question #	Description	Marks Distribution	Max Marks
A	1	a) Define the term HR analytics.	HR analytics (also known as people analytics) is the collection and application of talent data to improve critical talent and business outcomes . HR analytics leaders enable HR leaders to develop data-driven insights to inform talent decisions, improve workforce processes and promote positive employee experience.	3
		b) Explain the types of data management.	4 types of data management systems <ul style="list-style-type: none"> ➤ Customer Relationship Management System or CRM. ... ➤ Marketing technology systems. ... ➤ Data Warehouse systems. ... ➤ Analytics tools. 	7
		c) Outline the features & areas of HR analytics	The 5 most stand-out features of HR Analytics Software are: <p>Reliable Support: In any organization, a company shuffles its employees according to their performance and skills, and to do that you need all-rounder support. ...</p> <p>Powered with Visual Technology: ...</p> <p>Customizability and Sustainability: ...</p>	10
				20 M

			Cloud base: ... Predictive analysis:		
2	a)	Define benchmarking.	Benchmarking is a process of measuring the performance of a company's products, services, or processes against those of another business considered to be the best in the industry , aka "best in class." The point of benchmarking is to identify internal opportunities for improvement.	3	20 M
	b)	Explain the types of HR metrics	HR metrics, or human resources metrics, are key figures that help organizations track their human capital and measure how effective their human resources initiatives are. Examples of such data include turnover, cost-per-hire, benefits participation rate , and others	7	
	c)	Describe the process of building an HR scorecard	There are five steps taken to create an HR scorecard: 1.Outlining HR strategy. 2.Pinpointing HR deliverables. 3.Creating HR processes, best practices and HR policies. 4.Aligning HR systems to the strategy. 5.Deciding optimum efficiency.	10	
3	a)	Define dashboard in HR.	An HR dashboard is a business intelligence tool that allows Human Resource teams to track, analyze and report on HR KPIs . Modern, interactive dashboards leverage an HR analytics platform which makes it easy to combine data from all systems and to deeply explore this data directly within the dashboard.	3	20 M

		b)	Outline the components of workforce scorecard.	<p>The four perspectives of a traditional balanced scorecard are Financial, Customer, Internal Process, and Learning and Growth.</p> <p>The Workforce Scorecard offers a framework that identifies and measures the outcomes, behaviors, competencies, mind-set, and culture required for workforce success and reveals how each dimension impacts the bottom line.</p>	7	
		c)	Justify with a detailed descriptions on various HR analytics framework	HR analytics, also referred to as people analytics, workforce analytics, or talent analytics, involves gathering together, analyzing, and reporting HR data. It enables your organization to measure the impact of a range of HR metrics on overall business performance and make decisions based on data.	10	
B	4	a)	Question: (i) Chart out a human resource plan for the above organization	<p>Imagine that you are going to start up a chemical manufacturing plant with a capital outlay of 5 crores and about 200 employees working at different levels. The company proposes to specialize in manufacturing chemicals mainly used in manufacture of dyes and paints. The simple organizational structure would be as follows.</p> <p>General manager - Functional head - Chemical engineers – Supervisors - Office support staff - Daily labour.</p>	10	10 M