BATime: 3 hrs.

Third Semester MBA Degree Examination, June/July 2023

Human Resource Analytics

Max. Marks:100

Note: 1. Answer any FOUR full questions from Q.No.1 to 7.

2. Q.No. 8 is compulsory.

3. Use of calculator is permitted.

		s. ese of ememor is permitted	
1	a.	What is Business Analytics?	(03 Marks)
	b.	Explain the motivation for studying Business Analytics.	(07 Marks)
	c.	Discuss in detail the process of conducting HR Analytics.	(10 Marks)
2	a.	Define HR Analytics.	(03 Marks)
_	b.	Elaborate the pitfalls of HR analytics.	(07 Marks)
	c.	Analyze the challenges of business analysts.	(10 Marks)
	٠.	Think July vite obtained give a series of the series of th	
3	a.	What is Big data?	(03 Marks)
5	b.	Discuss the types of HR metrics with examples.	(07 Marks)
	c.	Explain the levels of HR analytics with the help of a neat diagram.	(10 Marks)
	О.	Explain the levels of fire analyses with the	
4	a.	Examine "Name Range" and its use.	(03 Marks)
4	b.	Elaborate the scope of text analytics in HR analytics.	(07 Marks)
		Discuss the applications of analytics in different domains of business.	(10 Marks)
	C.	Discuss the applications of analytics in different domains of odomess.	(20 1.2)
_	_	Explain will and alternate hypotheses	(03 Marks)
5	a.	Explain null and alternate hypotheses.	(07 Marks)
	b.	Discuss one-sample T-test and its assumptions.	(10 Marks)
	c.	Write short notes on staffing metrics and training and development metrics.	(10 Marks)
			(03 Marks)
6	a.	Enumerate the assumptions of regression analysis.	
	b.	Explain the benefits of R commander over close software.	(07 Marks)
	C.	Explain the functions which help to create dashboards. CMRIT LIBRARY	(10 Marks)
		BANGALORE - 560 037	(00.3% 1.)
7	a.	Define fix dashoodid.	(03 Marks)
	b.	Explain the competencies needed for managing a business analytics project.	(07 Marks)
	c.	Elaborate the HR metrics or measures specified by Talent Development	Reporting
	A	Principles (TDRP) and Chartered Institute of Personnel and Development (CIPD).	(10 Marks)

CASE STUDY (Compulsory)

The company was a large Dutch FMCG retailer that used people analytics to analyze the effects of training. The analyst found that training shop personnel had a positive impact on the shop's financial performance. This was measured through training and development metrics. In the first year alone, the ROI of their training program was 400%.

**Questions:** 

a. Identify the various training and development metrics that need to be analysed to measure the success of training program. (10 Marks)

b. Discuss the role of HR analytics in determining the performance of an organization.

(10 Marks)

2. Any revealing of identification, appeal to evaluator and /or equations written eg, 42+8 = 50, will be treated as malpractice. Important Note: 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.

\*\*\*\*

CMRIT LIBRARY
BANGALORE - 560 037