

**Scheme of Evaluation
Internal Assessment Test I–Aug-2024**



Sub: Human Resource Analytics

Code:

Date: _____ Duration: 90mins Max Marks: 50 **Sem:** I

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 HR Analytics	HR Analytics is the process of collecting and analyzing Human Resources data to make informed decisions that improve workforce performance and optimize HR practices. It involves using statistical methods, data mining, and predictive modeling to uncover patterns and insights. The goal is to align HR strategies with organizational goals, enhancing efficiency and employee satisfaction.	3	20 M
		b) Explain journey of organizational Lean system	The journey of an organizational Lean system can be summarized in five key points 1. Identification of Waste 2. Implementation of Continuous Improvement (Kaizen) 3. Value Stream Mapping 4. Standardization of Processes 5. Sustaining and Scaling Lean Practices	7	
		c) Analyze HR maturity journey.	Analyzing the HR maturity journey involves understanding the evolution of an organization's HR function from a basic, administrative role to a strategic partner in business growth. 1. Foundational Stage: Administrative Efficiency 2. Operational Excellence: Streamlining HR Processes 3. Strategic HR: Aligning with Business Goals 4. Integrated Talent Management: Holistic People Strategy 5. Transformational HR: Driving Business Innovation	10	
	2	a)	Define current approach to	The current approach to measuring HR Analytics focuses on using data-driven insights to evaluate workforce performance, engagement, and productivity. It involves	3

		measure HR Analytics.	leveraging metrics such as employee turnover, time-to-hire, and employee satisfaction, often integrated with predictive analytics to inform strategic HR decisions.		
		b) Elucidate levels of Various benchmarking	<p>Benchmarking is a strategic tool used to measure and compare performance, processes, or standards against industry best practices or competitors. It can be categorized into various levels, each serving a different purpose.</p> <ol style="list-style-type: none"> 1. Internal Benchmarking 2. Competitive Benchmarking 3. Functional (Process) Benchmarking 4. Generic Benchmarking 5. Strategic Benchmarking 	7	
		c) Recommend in brief HR Analytics Frameworks	<p>Here are five key points for an HR Analytics framework</p> <ol style="list-style-type: none"> 1. Data Collection & Integration 2. Data Cleaning & Preparation 3. Analytics Techniques 4. Visualization & Reporting 5. Continuous Improvement 	10	
	3	a) Discuss Evolution of HR Analytics.	HR Analytics has evolved from basic metrics and reporting to advanced predictive and prescriptive analytics. Initially focused on tracking HR data, it now leverages big data, AI, and machine learning to optimize talent management and strategic decision-making. This shift has transformed HR from a transactional function to a data-driven, strategic partner in organizations.	3	20 M
		b) Explain the Steps involved in predictive analytics	<p>Predictive analytics involves using data, statistical algorithms, and machine learning techniques to identify the likelihood of future outcomes based on historical data.</p> <ol style="list-style-type: none"> 1. Data Collection 2. Data Exploration and Preprocessing 3. Model Building 4. Model Evaluation 5. Deployment and Monitoring 	7	
		c) Measure the Scope of Typical application of HR analytics?	<p>Human Resource (HR) analytics is a data-driven approach to managing people at work, and its typical applications can be measured in the following five key points.</p> <ol style="list-style-type: none"> 1. Talent Acquisition and Recruitment Optimization 2. Employee Performance and Productivity 3. Employee Retention and Turnover Prediction 4. Workforce Planning and Management 5. Employee Engagement and Culture Assessment 	10	

B	4	a)	<p>Assume You are Appointed as HR Analyst, Company expects you to use Predictive Modelling to Bring Down Attrition Level in Bangalore outlets.</p>	<ol style="list-style-type: none"> 1. As an HR Analyst tasked with reducing attrition levels at Bangalore outlets using predictive modeling. <ol style="list-style-type: none"> 1. Data Collection. 2. Data Preparation. 3. Exploratory Data Analysis (EDA) 4. Model Selection and Training. 5. Model Evaluation. 	10	10 M
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