

**CMR  
INSTITUTE OF  
TECHNOLOGY**

**SCHEME OF EVALUATION**  
**Internal Assessment Test 2- SEPT 2024**

**Sub:** HR Analytics

Date: 20-09-24 Duration: 90mins Max Marks: 50 **Sem:** IV

**Code:**                     

**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 dashboards.	A dashboard is an information management tool that receives data from a linked database to provide data visualizations. It typically offers high-level information in one view that end users can use to answer a single question.	3
		b) Explain the data sources & Requirements.	A data source is simply the source of the data. It can be a file, a particular database on a DBMS, or even a live data feed. The data might be located on the same computer as the program, or on another computer somewhere on a network.	7
		c) Outline difficulties in obtaining data, what kinds of software's used for it?	<p><b>The 7 Data Analysis Software You Need to Know</b></p> <p>Excel. Microsoft Excel is one of the most common software used for data analysis. ...</p> <p>Python. Python is routinely ranked as the most popular programming language in the world today.</p> <p>R. ...</p> <p>Tableau. ...</p> <p>MySQL. ...</p> <p>SAS. ...</p> <p>Jupyter Notebook.</p>	10
				20 M

2	a)	Define Cleaning of data & its Uses.	Data cleaning is preparing data for analysis by removing incorrect or irrelevant data, correcting discrepancies, and handling missing data. Preprocessing involves preparing data for analysis by standardising, normalising, or transforming it.	3	20 M
	b)	Explain the Techniques for establishing questions.	The clinician's use of guided questioning of the patient includes multiple techniques such as moving from open-ended to focused questions; using questioning that elicits a graded response; asking a series of questions, one at a time; offering multiple choices for answers; clarifying what the patient means; encouraging .	7	
	c)	Describe Supplementing data in HR Department	Surveys, interviews, observations, focus groups, and forms are common data collection methods. Sampling involves selecting a representative group from a larger population. Choosing the right sampling method to gather representative and relevant data is crucial.	10	
3	a)	Define HR Score card & its uses	<p><b>The key benefits of using a BSC include:</b></p> <ul style="list-style-type: none"> <li>Better Strategic Planning.</li> <li>Improved Strategy Communication &amp; Execution.</li> <li>Better Alignment of Projects and Initiatives.</li> <li>Better Management Information.</li> <li>Improved Performance Reporting.</li> <li>Better Organisational Alignment.</li> <li>Better Process Alignment.</li> </ul>	3	20 M
	b)	Outline the components of Creating & develop an HR measurement system	<p><b>The following contains 4 key steps with detailed outlines of how to build an effective HR Scorecard for your company.</b></p> <ul style="list-style-type: none"> <li>Step 1: Identify HR deliverables.</li> <li>Step 2: Create a high-performance HR work system.</li> <li>Step 3: Pinpoint HR system</li> </ul>	7	

				dependencies. Step 4: Determine HR efficiency metrics.		
		c)	Illustrate with a detailed steps involved in implementing HR Score cards.	<b>There are five steps to create an HR scorecard:</b> Create an HR strategy map. Identify HR deliverables. Creation of HR policies, processes, and practices. Aligning HR systems. Creating HR efficiencies.	10	
<b>B</b>	4	a)	What targeted actions can TechInnovate Inc. take to address the increasing turnover rate and declining employee satisfaction?	<b>How to Reduce Employee Turnover</b> Recruit the right talent. Reward and recognize employees. ... Create set career paths. Encourage work-life balance. Provide learning opportunities. Pay the market rate (or above) Learn from past turnover.	10	10 M