CBCS SCHEME

USN | | | | | | | | | | |

22MBABA404

Fourth Semester MBA Degree Examination, June/July 2025
HR Analytics

Time: 3 hrs. Max. Marks: 100

Note: 1. Answer any FOUR full questions from Q.No.1 to 7.
2. Q.No. 8 is compulsory.
3. M : Marks , L: Bloom's level , C: Course outcomes.

			M	L	C
Q.1	**a.**	Define HR Analytics.	**3**	**L1**	**CO1**
	b.	Explain the role of analytics in hr / workforce management / in general.	**7**	**L4**	**CO2**
	c.	Explain the benefits/importance of HR analytics.	**10**	**L5**	**CO2**
Q.2	**a.**	What is HR Scorecard?	**3**	**L1**	**CO1**
	b.	Explain HR analytics as the third wave for HR value creation.	**7**	**L5**	**CO2**
	c.	Discuss in detail the three levels of analytics.	**10**	**L5**	**CO4**
Q.3	**a.**	Define HR metrics.	**3**	**L1**	**CO1**
	b.	What is HCM:21 model? Analyze how is it useful in HR analytics.	**7**	**L4**	**CO3**
	c.	Explain LAMP framework with a neat diagram.	**10**	**L5**	**CO2**
Q.4	**a.**	Define Benchmarking and the role of benchmarking in HRM system.	**3**	**L1**	**CO2**
	b.	Describe in detail HR Maturity Framework with a neat diagram.	**7**	**L5**	**CO4**
	c.	Explain the typical applications of HR analytics.	**10**	**L5**	**CO3**
Q.5	**a.**	List the nature of HR analytics.	**3**	**L2**	**CO1**
	b.	Explain the typical data sources for a successful measurement initiative in Analytics.	**7**	**L5**	**CO4**
	c.	Discuss in detail the steps involved in predictive analytics.	**10**	**L6**	**CO4**

Q.6	**a.**	Define HR Dashboards.	**3**	**L1**	**CO4**
	b.	Explain the various types of Data.	**7**	**L5**	**CO4**
	c.	List and explain the different tools that are available in Data Analysis.	**10**	**L5**	**CO4**
Q.7	**a.**	List the steps involved to develop HR scorecard.	**3**	**L1**	**CO5**
	b.	Explain the guidelines for implementing HR scorecard.	**7**	**L5**	**CO5**
	c.	Explain in detail the analytical model.	**10**	**L5**	**CO5**
Q.8		**CASE STUDY (Compulsory)** A company named XYZ employs at any given point of time around 3000 employees. However, every year, around 25% of its employees leave the company. Since the attribute level is too high, the management appoints you as HR analyst and wants to use predictive modeling to bring it down. Questions			
	a.	Explain your approach to help the company to identify the current employees that are likely to leave?	**5**	**L5**	**CO3**
	b.	What is meant by causation? Explain its use.	**5**	**L5**	**CO3**
	c.	What is meant by regression? Assess its role and use.	**5**	**L5**	**CO3**
	d.	Interpret your recommendations to reduce attrition level in the organization?	**5**	**L5**	**CO3**

* * * * *

CMRIT LIBRARY
BANGALORE - 560 037