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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

M.B.A.

SEM: III - THEORY EXAMINATION (2024- 2025)

Subject: HR Analytics

Time: 3 Hours

Max. Marks: 100

General Instructions:

IMP: Verify that you have received the question paper with the correct course, code, branch etc.

1. This Question paper comprises of three Sections -A, B, & C. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.
2. Maximum marks for each question are indicated on right -hand side of each question.
3. Illustrate your answers with neat sketches wherever necessary.
4. Assume suitable data if necessary.
5. Preferably, write the answers in sequential order.
6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.

SECTION-A

20

1. Attempt all parts:-

- 1-a. Indicate which of the following is not used for descriptive HR decision-making. 1
(CO1, K2)
- (a) Predictive analytics
 - (b) Metrics
 - (c) HRIS
 - (d) Dashboard
- 1-b. _____ is an all-encompassing term referring specifically to employees 1
of an organization. (CO1, K1)
- (a) Workforce analytics
 - (b) People Analytics
 - (c) Human Resource Analytics
 - (d) None of these
- 1-c. The essence of decision analysis is: (CO2, K2) 1
- (a) Breaking down complex situations into manageable elements.
 - (b) Choosing the best course of action among alternatives
 - (c) Choosing the best course of action among alternatives.
 - (d) Thinking ahead of negative consequences.
- 1-d. _____ refer both to a business strategy and a set of modern IT applications and 1
other technologies that are used to implement that strategy. (CO2, K1)

- (a) Human Capital Management
 - (b) Human Resource management
 - (c) HR analytics
 - (d) HRIS
- 1-e. At what stage of a program should monitoring take place? (CO3, K2) 1
- (a) At the beginning of the program.
 - (b) At the mid point of the program.
 - (c) At the end of the program.
 - (d) Throughout the life of the program.
- 1-f. _____ metric defines the number of new hires who leave the organization within a set period of time. (CO3, K1) 1
- (a) Percentage of open positions
 - (b) New hire turnover
 - (c) Time for new hire
 - (d) None of these
- 1-g. The proportion of women in the workforce is projected to _____. (CO4, K2) 1
- (a) increase significantly over the coming decade
 - (b) decrease as more women decide to stay home with children
 - (c) stop growing
 - (d) increase at a decreasing rate
- 1-h. _____ is a measure of the consistency of a metric or a method. (CO4, K1) 1
- (a) Reliability
 - (b) Validity
 - (c) Consistency
 - (d) None of these
- 1-i. Managers use a(n) _____ to measure the HR function's effectiveness and efficiency in producing employee behaviors the company needs to achieve its strategic goals. (CO5, K2) 1
- (a) metric
 - (b) HR Scorecard
 - (c) benchmark
 - (d) high performance work system
- 1-j. Capacity analytics is used to study the impact on: (CO5, K2) 1
- (a) Culture
 - (b) Employee
 - (c) Customer
 - (d) Revenue

2. Attempt all parts:-
- 2.a. Define Data Visualisation. (CO1, K1) 2
- 2.b. List the various types of HR Benchmarking. (CO2, K2) 2
- 2.c. Classify sources of data for HR Analytics. (CO3, K2) 2
- 2.d. Describe recruitment funnel conversion. (CO4, K2) 2
- 2.e. Write the two techniques of stress measurement. (CO5, K2) 2

SECTION-B

30

3. Answer any five of the following:-

- 3-a. Discuss the concept of HR analytics. How is it different from HR metrics? (CO1, K2) 6
- 3-b. Highlight the phases of HR analytics evolution.(CO1, K2) 6
- 3-c. Explain the concept and components of LAMP framework. (CO2, K2) 6
- 3-d. Is there any difference between HRMS and HRIS? Support your answer with example.(CO2, K3) 6
- 3.e. Prepare some questions that can be asked to measure job satisfaction through a survey. (CO3, K4) 6
- 3.f. Explain the components and sub-components of diversity analysis. (CO4, K2) 6
- 3.g. The first step in PICO framework is to formulate an answerable question'.Analyze the importance of the first step and elaborate the four components of PICO framework. (CO5, K4) 6

SECTION-C

50

4. Answer any one of the following:-

- 4-a. Analyze the relevance of data analysis. How data analysis relates to an HR decision-making process? (CO1, K4) 10
- 4-b. Evaluate and explain HR value chain with respect to HR process, outcomes and activities. (CO1, K4) 10

5. Answer any one of the following:-

- 5-a. Elaborate the different categories of HR audit with the help of suitable examples. (CO2, K2) 10
- 5-b. Explain the concept of workforce analytics. List and explain the building blocks of workforce analytics. (CO2, K2) 10

6. Answer any one of the following:-

- 6-a. Define HRIS. Elucidate the steps to successfully implement the human resource information system in an organization. (CO3, K3) 10
- 6-b. Differentiate between HR forecasting and HR plan. How can HR analytics help in developing an HR plan? (CO3, K3) 10

7. Answer any one of the following:-

- 7-a. Define diversity analytics. State the diversity metrics that can be shown in diversity dashboard. (CO4, K3) 10

- 7-b. Elaborate the levels of analytics with reference to recruitment analytics. (CO4, K3) 10
8. Answer any one of the following:-
- 8-a. Illustrate how a HR scorecard is developed in an organisation. Also, design a scorecard for talent management function. (CO5, K5) 10
- 8-b. Bring out the typical applications of HR analytics. Elucidate the process of connecting HR analytics to business benefits with few examples. (CO5, K3) 10

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