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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA**SEM: III - THEORY EXAMINATION (2021 - 2022) (ONLINE)****Subject: HR Analytics****Time: 02:00 Hours****Max. Marks: 100****General Instructions:**

1. *All questions are compulsory. It comprises of two Sections A and B.*
- *Section A - Question No- 1 has 35 objective type questions carrying 2 marks each.*
- *Section B - Question No- 2 has 12 subjective type questions carrying 3 marks each. You have to attempt any 10 out of 12 question.*
- *No sheet should be left blank. Any written material after a Blank sheet will not be evaluated/checked.*

SECTION A**35 x 2 = 70****1. Attempt ALL parts:-**

- | | | |
|-------|---|---|
| 1.1.a | Why are human resources metrics used? | 1 |
| | (a) To measure the efficiency and effectiveness of the human resources function
(b) To measure the number of employees in a company
(c) To measure the number of employees in the human resources department
(d) To determine the stock price of a company | |
| 1.1.b | Which of the following is a key metric of HR Analytics? (CO1) | 1 |
| | (a) Offer acceptance rate
(b) Revenue per employee
(c) All of these
(d) Voluntary turnover rate | |
| 1.1.c | HR Analytics deals with | 1 |
| | (a) Time to hire
(b) All of these
(c) Metrics of hr
(d) Training expenses | |
| 1.1.d | Which of the following is not a principal outcome of HR analytics? | 1 |
| | (a) Getting Income
(b) Mitigating Risks
(c) Generating Revenue
(d) Minimizing Expenses | |
| 1.1.e | Information type which focuses on accomplishments of employees is classified as: | 1 |
| | (a) Trait based information
(b) Behavior based information
(c) Results based information
(d) Coaching based information | |
| 1.1.f | Relationships section of job description defines who would you: (CO1) | 1 |
| | (a) Supervise
(b) Report to
(c) Work with | |

	(d) All of the above	
1.1.g	Goal of HR analytics is	1
	(a) Transforming data	
	(b) Gain insights from past data	
	(c) Understand future	
	(d) Find patterns in data	
1.2.a	HR metrics are the measurements used to	1
	(a) Track performance	
	(b) Determine efficiency & effectiveness of HR policies	
	(c) Both above options	
	(d) None of the above	
1.2.b	Components of HRIS includes	1
	(a) Input function	
	(b) Maintenance function	
	(c) Output function	
	(d) All the above	
1.2.c	Approximately what percentage of scores fall within one standard deviation of the mean in a normal distribution?	1
	(a) 0.34	
	(b) 0.95	
	(c) 0.68	
	(d) 0.99	
1.2.d	Time to hire metrics is the number of days between (CO2)	1
	(a) Candidate joining company after interview	
	(b) Position opening up and a candidate signing the job contract	
	(c) Advertisement and interview	
	(d) All the above	
1.2.e	Reporting in business intelligence is-----	1
	(a) Statistical analysis	
	(b) Informational summary	
	(c) Predictive modeling	
	(d) All the above	
1.2.f	Which sector has highest analytics size?	1
	(a) Ecommerce	
	(b) Marketing & advertisement	
	(c) Finance & banking	
	(d) Healthcare	
1.2.g	Which type of data involves, items being assigned to categories that do have some kind of implicit or natural order	1
	(a) Binomial	
	(b) Nominal	
	(c) Ordinal	
	(d) None of the above	
1.3.a	The most frequently occurring number in a set of values is called the ____	1
	(a) Median	
	(b) Mean	

	(c) Mode	
	(d) Range	
1.3.b	Point out the correct statement. (CO3)	1
	(a) Nearly 80% of data analysis is spent on wrangling data	
	(b) Nearly 20% of data analysis is spent on data dredging	
	(c) Nearly 80% of data analysis is spent on the cleaning and preparing data	
	(d) None of the mentioned	
1.3.c	Which of the following is a trait of tidy data?	1
	(a) each variable in one column	
	(b) each observation in different row	
	(c) one table for each kind of variable	
	(d) none of the mentioned	
1.3.d	Point out the correct statement.	1
	(a) Raw data is original source of data	
	(b) Preprocessed data is original source of data	
	(c) Raw data is the data obtained after processing steps	
	(d) None of the mentioned	
1.3.e	Which of the following is performed by Data Scientist?	1
	(a) Define the question	
	(b) Create reproducible code	
	(c) Challenge results	
	(d) All of the mentioned	
1.3.f	Which of the following is the most important language for Data Science? (CO3)	1
	(a) Java	
	(b) Ruby	
	(c) R	
	(d) None of the mentioned	
1.3.g	Which of the following is one of the key data science skills?	1
	(a) Statistics	
	(b) Machine Learning	
	(c) Data Visualization	
	(d) All of the mentioned	
1.4.a	Which of the following is the process of analyzing how well an organization acquires and hence retains talent? (CO4)	1
	(a) Competency Acquisition Analytics	
	(b) Recruitment Channel Analytics	
	(c) Capability Analytics	
	(d) Capacity Analytics	
1.4.b	All of the following are sources of data for Recruitment Channel Analytics, except: (CO4)	1
	(a) Surveys	
	(b) Post-Training Assessment	
	(c) Glassdoor.com	
	(d) Entry Interviews	
1.4.c	Which of the following is a trait of tidy data?	1
	(a) each variable in one column	
	(b) each observation in different row	

- (c) one table for each kind of variable
(d) none of the mentioned
- 1.4.d Which of the following process involves structuring datasets to facilitate analysis? 1
(a) Data tidying
(b) Data mining
(c) Data booting
(d) All of the mentioned
- 1.4.e Which the following the most common problem with messy data? 1
(a) Column headers are values
(b) Variables are stored both rows and columns
(c) A single observational unit stored in multiple tables
(d) All of the mentioned
- 1.4.f Point out the wrong statement 1
(a) Merging concerns combining datasets on the same observations to produce a result with more variables
(b) Data visualization is the organization of information according to preset specifications
(c) Sub setting can be used to select and exclude variables and observations
(d) All of the mentioned
- 1.4.g Which of the following approach should be used to ask Data Analysis question? 1
(a) Find only one solution for particular problem
(b) Find out the question which is to be answered
(c) Find out answer from dataset without asking question
(d) None of the mentioned
- 1.5.a Which of the following demographic issues represents a challenge for human resource managers? 1
(a) increasingly diverse workforce
(b) aging workforce
(c) increasing use of contingent workers
(d) both a and b
- 1.5.b The proportion of women in the workforce is projected to _____. 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
- 1.5.c A _____ is a company's plan for how it will balance its internal strengths and weaknesses with external opportunities and threats in order to maintain a competitive advantage. 1
(a) SWOT analysis
(b) mission statement
(c) strategy
(d) tactic
- 1.5.d The performance of human resource departments is evaluated based on _____. (CO5) 1
(a) measurable evidence of efficiency
(b) measurable evidence of effectiveness
(c) anecdotal evidence
(d) both a and b
- 1.5.e 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. 1

- (a) metric
 - (b) HR Scorecard
 - (c) benchmark
 - (d) high performance work system
- 1.5.f What term refers to the knowledge, education, training, skills, and expertise of a firm's workers? (CO5) 1
- (a) human resources
 - (b) human capital
 - (c) intangible assets
 - (d) knowledge assets
- 1.5.g What metric evaluates retention efforts by an organization? 1
- (a) turnover costs
 - (b) turnover rate
 - (c) cost per hire
 - (d) both a and b

SECTION B

10 X 3 = 30

2. Answer any TEN of the following:-

- 2.1.a Define HR Analytics. (CO1) 2
- 2.1.b Mention any Two HR Metrics 2
- 2.2.a List the various HR Audit Approaches 2
- 2.2.b Define Benchmarking. (CO2) 2
- 2.2.c List any four components of HR that could be Benchmarked 2
- 2.3.a List a few examples of poor quality data. 2
- 2.3.b Explain the term First-year attrition 2
- 2.3.c Explain New Recruits cost of under-performance. 2
- 2.4.a Expand the term ATS and define it. (CO4) 2
- 2.4.b Explain the term Predictive analytics 2
- 2.5.a Define the term Outcome 2
- 2.5.b Differentiate between evaluation and appraisal 2