Paper ID : 250357

Roll No:

MBAINT
(SEM X) THEORY EXAMINATION 2024-25
HR ANALYTICS

TIME: 3 HRS   M.MARKS: 100

Note: Attempt all Sections. In case of any missing data; choose suitably.

SECTION A

1. **Attempt *all* questions in brief.**   2 x 10 = 20

Q no.	Question
a.	'Performance management is a continuous process.' Explain the statement.
b.	What is 360-degree feedback system?
c.	How would you tackle selection bias?
d.	What is Competency Scorecard?
e.	What are the various types of HR Metrics?
f.	Differentiate between Intuition and analytical thinking.
g.	What are the two fundamental aspects of performance management.
h.	Identify any two advantages of a good Performance Management System.
i.	Identify any two disadvantages of a poorly implemented PMS.
j.	What are the different types of HR Analytics?

SECTION B

2. **Attempt any *three* of the following:**   10 x 3 = 30

Q no.	Question
a.	Give an account on the evolution of HR analytics in the Indian context.
b.	Discuss the need and usage of an HRIS in an organization.
c.	Discuss the primary sources of recruitment.
d.	How can HR analytics be used to assess the effectiveness of training and development programs?
e.	How can HR analytics be used to identify factors that contribute to low employee engagement and develop solutions?

SECTION C

3. **Attempt any *one* part of the following:**   10 x 1 = 10

Q no.	Question
a.	Design a Metrics and Analysis index for recruitment.
b.	Design a Metrics and Analysis index for performance

4. **Attempt any *one* part of the following:**   10 x 1 = 10

Q no.	Question
a.	How would you know that selection process that you gone with, is a good process?
b.	What are the key challenges in implementing HR analytics within an organization?

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5. **Attempt any *one* part of the following:**   **10 x 1 = 10**

Q no.	Question
a.	Give a detailed account of the tools and software which are commonly used for HR analytics.
b.	How can sensitive employee data be protected while conducting analytics?

6. **Attempt any *one* part of the following:**   **10 x 1 = 10**

Q no.	Question
a.	Explain the usages of VLOOKUP, INDEX, SUMIF, AVERAGEIF and COUNTIF.
b.	Explain the application of Excel functions in creating HR dashboards.

7. **Attempt any *one* part of the following:**   **10 x 1 = 10**

Q no.	Question
a.	Discuss the factors affecting compensation and benefits.
b.	What is responsible investment? Explain the principles of responsible investment.

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