



Paper ID : 250298

Roll No:

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MBA
(SEM IV) 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.	What is HRIS?
b.	What are typical data sources in HR analytics?
c.	Classify training needs in organization.
d.	Differentiate between mediation and moderation in the context of behavioral research.
e.	Define reliability and validity in the context of recruitment and selection models.
f.	What are the data visualization tools?
g.	Elucidate the importance of database in manpower forecasting.
h.	What are the various types of HR metrics?
i.	Define Competency Scoreboard.
j.	State the difference between intuition and analytical thinking.

SECTION B

2. Attempt any three of the following:

10 x 3 = 30

a.	Differentiate between HR scorecard and workforce scorecard and their relationship with HR analytics
b.	Explain the importance of interaction analysis when evaluating intervention outcomes.
c.	Discuss the concept of lean organization and the challenges of HR in the system.
d.	Assume that you are the HR head of a Business Consultancy Firm serving 60 clients PAN India. Create a strategy map for your company; outlining the four key areas identified using Balance Scorecard Approach.
e.	Compare and contrast the use of a traditional job-based pay system with a competency-based pay system. How does analytics support the implementation of each system?

SECTION C

3. Attempt any one part of the following:

10 x 1 = 10

a.	Explain the five-overreaching component of an effective HR analytics framework using LAMP model.
b.	Critically evaluate the challenges organizations face when shifting from traditional HR reporting to data-driven HR analytics. Suggest possible solutions.

4. Attempt any one part of the following:

10 x 1 = 10

a.	Discuss the various methods and techniques of HR demand forecasting with suitable examples.
b.	Discuss the role of predictive analytics in enhancing recruitment outcomes. How can it help in selecting candidates with high performance potential and low turnover risk?

5. Attempt any one part of the following:

10 x 1 = 10

a.	List and briefly explain major factors affecting compensation and benefits decisions in organizations.
b.	Design a training evaluation model that integrates the Kirkpatrick Four Levels with



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Subject Code: KMBNHR03

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	predictive analytics to assess both short-term and long-term impact of training programs.
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6. Attempt any one part of the following: 10 x 1 = 10

a.	What is the difference between stress level evaluation and value-change assessment in program impact studies?
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b.	Briefly describe evidence-based practice and how it contributes to responsible investment decision-making.
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7. Attempt any one part of the following: 10 x 1 = 10

a.	How does HR metrics and analytics add values to business performance? Explain citing important HR metrics.
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b.	Discuss the application of Excel functions in creating a HR dashboard.
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