CBCS SCHEME

USN | | | | | | | | | | | 18MBAHR302

Third Semester MBA Degree Examination, July/August 2022
HR Analytics

Time: 3 hrs.　　　　　　　　　　　　　　　　　　　　　Max. Marks:100

Note: 1. *Answer any FOUR full questions from Q.No.1 to Q.No.7.*
2. *Question No. 8 is compulsory.*

1　a.　What is Lean HR?　(03 Marks)
　　b.　What are the various ways to measurement in analytics? Explain the 5 steps of HR Analytics.　(07 Marks)
　　c.　Explain in detail the history of HR measurement journey in tune with HR maturity journey.　(10 Marks)

2　a.　What are the benefits of HR analytics?　(03 Marks)
　　b.　What are the steps involved in predictive analysis?　(07 Marks)
　　c.　What is Analytical value chain? Explain in detail its components.　(10 Marks)

3　a.　What is Data cleaning?　(03 Marks)
　　b.　Briefly discuss about the common types of HR metrics.　(07 Marks)
　　c.　What are the typical data sources for HR? Explain in detail each source.　(10 Marks)

4　a.　Name the different levels of measuring HR Analytics.　(03 Marks)
　　b.　What are the principles of Lean management? Discuss briefly.　(07 Marks)
　　c.　What are the characteristics of Lean Management? Explain in detail.　(10 Marks)

5　a.　Mention the various types of Human Resource Metrics.　(03 Marks)
　　b.　Briefly explain Data-Driven Decision making in HR.　(07 Marks)
　　c.　What is PCMM? Explain in detail with a neat diagram.　(10 Marks)

6　a.　What is HR score card?　(03 Marks)
　　b.　Explain briefly the importance of Bench marketing.　(07 Marks)
　　c.　Discuss in detail the 5 overarching components of an effective analytical frame work.　(10 Marks)

7　a.　What is meant by assessing HR programme?　(03 Marks)
　　b.　Briefly explain how HR Data can be linked to operational performance.　(07 Marks)
　　c.　What is Employee Engagement and explain in detail the three Key Performance Indicators (KPIs) that will help assess engagement.　(10 Marks)

8　　**CASE STUDY: (Compulsory)**

J & J Accumulators Limited was started in 1992 engaged in production of accumulators, primary cells and primary batteries. First company to introduce Tubular Batteries with domestic inverters. The company has been registered with DGS and D and MNRE. The products are tested and approved by CECRI and CPRI. The company has established two manufacturing plants – Cone at Peenya Industrial Estate (I phase) and the other at Bommansandra Industrial Estate (II phase) with a total work force of 1500 employees. Every year around 30% of the employees leave the company, which has become a serious concern for the management. Based on the suggestions made by the Board, you have been asked to make a presentation on the four phases of HCM : 21 systems which you would be using for solving the attrition problem.

　　a.　Identify and explain the form phases of HCM : 21 systems depicting the same in a diagram.　(20 Marks)

* * * * *