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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 (2023 - 2024)

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

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1. Attempt all parts:-

- 1-a. Analytics based HR decisions are (CO1) 1
- (a) Evidence based
 - (b) Futuristic
 - (c) Value adding
 - (d) All of the above
- 1-b. Analytics-based HR decisions can help in the following, except: (CO1) 1
- (a) Making strategic HR decisions less risk-prone
 - (b) Achieving success in operational HR decision-making
 - (c) Helping in avoiding wrong decisions
 - (d) Helping in groupthink process
- 1-c. All of the following are sources of data for Recruitment Channel Analytics, except: (CO2) 1
- (a) Surveys
 - (b) Post-Training Assessment
 - (c) Glassdoor.com
 - (d) Entry Interviews
- 1-d. HCM model consists of _____ phases. (CO2) 1
- (a) 4
 - (b) 5

- (c) 6
(d) 7
- 1-e. At what stage of a program should monitoring take place? (CO3) 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. Components of HRIS includes: (CO3) 1
(a) Input function
(b) Maintenance function
(c) Output function
(d) All the above
- 1-g. The proportion of women in the workforce is projected to _____. (CO4) 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. Reporting in business intelligence is----- (CO4) 1
(a) Statistical analysis
(b) Informational summary
(c) Predictive modeling
(d) All the above
- 1-i. Capacity analytics is used to study the impact on: (CO5) 1
(a) Culture
(b) Employee
(c) Customer
(d) Revenue
- 1-j. _____ explain the causal relationship between two variables or “how” the relationship works, making it a very popular method in psychological research. (CO5) 1
(a) Mediator
(b) Moderator
(c) Interactor
(d) None of the above
2. Attempt all parts:-
- 2.a. Define talent analytics. (CO1) 2
2.b. Define Benchmarking.(CO2) 2
2.c. List a few examples of poor quality data. (CO3) 2

- 2.d. List the various types of Interviews. (CO4) 2
- 2.e. Define stress. (CO5) 2

SECTION-B

30

3. Answer any five of the following:-

- 3-a. Define HRIS. Explain how HRIS can help in HR decision-making.(CO1) 6
- 3-b. Graphically explain the impact of hiring right person in the organisation. (CO1) 6
- 3-c. Elucidate the steps involved in HR audit cycle with example.(CO2) 6
- 3-d. Discuss the need of balanced scorecard with reference to the business impact in the organisation.(CO2) 6
- 3.e. Discuss the major KPIs in the context to international HRM. (CO3) 6
- 3.f. Identify and explain the training metrics that should be included in your training dashboard. (CO4) 6
- 3.g. Can HR data be linked to assess operational performance of the organisation? Justify your answer. (CO5) 6

SECTION-C

50

4. Answer any one of the following:-

- 4-a. Discuss the process of aligning business to human resources. Why such alignment is necessary for HR analytics? (CO1) 10
- 4-b. Explain how HR research results can help in HR decision-making process. Give your answer with some examples.(CO1) 10

5. Answer any one of the following:-

- 5-a. Explore the challenges of HR analytics adoption in organisations.(CO2) 10
- 5-b. Define benchmarking. Elaborate on the process of benchmarking with reference to an industry example.(CO2) 10

6. Answer any one of the following:-

- 6-a. Suggest the strategies to deal with the challenges in collect data. (CO3) 10
- 6-b. Elaborate the different types of datasets. Mention the difference between ordinal and nominal data. (CO3) 10

7. Answer any one of the following:-

- 7-a. Differentiate between reliability and validity. Critically examine the various types of reliability. (CO4) 10
- 7-b. Critically examine the application of artificial intelligence in recruitment and selection process. (CO4) 10

8. Answer any one of the following:-

- 8-a. Explain the PICO in context to qualitative studies. Explain the add-on variables of PICO framework. (CO5) 10
- 8-b. Write a note on Big data and HR analytics emphasizing the recent developments.(CO5) 10