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VI Semester B.B.A. Degree Examination, August/September - 2023

MANAGEMENT

HR Analytics

(CBCS Schem 2019-20 F+R)

Paper : 6.6

Time : 3 Hours

Maximum Marks : 70

*Instructions to Candidates:*

Answers should be written in English only.

## SECTION - A

Answer any **Five** sub questions from the following. Each sub question carries **2** marks.

(5×2=10)

1. a) What is meant by HR analytics?
- b) What is data cleaning?
- c) Expand LAMP.
- d) Name any two open source software used for HR analytics.
- e) What is precision?
- f) What is classification modelling?
- g) Expand EFA and CFA.

## SECTION - B

Answer any **Three** questions from the following. Each question carries **5** marks. (3×5=15)

2. Explain the application of HR analytics.
3. From the following data compute the value of real earning per hour (y variable) using regression equation.  $Y = a + b(X) + e$ .

Intercept value = 70.91

Beta coefficient (B) = 0.27.

Observations	Output per hour (X)
1	200
2	300
3	180
4	150
5	120

[P.T.O.]





- 4. Explain the difference between Z-Test and T-test.
- 5. Discuss the advantages of using Excel for descriptive analytics in HR.

**SECTION - C**

Answer any Three questions from the following. Each questions carries 15 marks.

(3×15=45)

- 6. Explain the LAMP frame work with a neat diagram.
- 7. Explain HCM : 21 and its drivers in details.
- 8. Explain the psychometric techniques in Recruitment.
- 9. From the following information. Interpret the results of One way ANOVA.

**Summary :**

Groups	Count	Sum	Average	Variance
Group A - 0 mg	9	2380	264.44	827.77
Group B - 50 mg	9	2170	241.11	511.11
Group C - 100 mg	9	1880	208.88	411.11

**ANOVA:**

Source of variation	SS	df	MS	F	P-Value	F-crit
Between Groups	14007.41	2	7003.70	12.006	0.000	3.402
Within Groups	14000	24	583.33			
Total	<u>28007.41</u>	<u>26</u>				



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**VI Semester B.B.A. Degree Examination, September/October - 2022**  
**MANAGEMENT**  
**HR Analytics**  
**(CBCS Scheme Freshers)**

**Maximum Marks : 70****Time : 3 Hours****Instructions to Candidates:**

Answers should be written only in English.

**SECTION - A**

Answer any five of the following. Each question carries two marks.

**(5×2=10)**

1. a. What is meant by HR analytics?
- b. What are the benefits of H.R. analytics?
- c. Define H.R. Metrics.
- d. What are typical data sources in H.R analytics?
- e. Differentiate between categorical and continuous data.
- f. What is descriptive analytics.
- g. What is ANOVA?

**SECTION - B**

Answer any Three of the following. Each question carries 5 marks.

**(3×5=15)**

2. What is HCM - 21 model?
3. What is data cleaning? Explain with the help of an example.
4. What are the data visualization tools?

**[P.T.O.]**





5. In an industry 200 workers, employed for a specific job were classified according to their performance and training received/not received to test independence of a specific training and performance. The data is summarized as below.

	Performance		Total
	Good	Not Good	
Trained	100	50	150
Untrained	20	30	50
Total	120	80	200

write the steps used in chi square test of independence at 5% level of significance using Excel.

### SECTION - C

Answer any **Three** of the following. Each question carries **15** marks.

(3×15=45)

6. Explain the LAMP framework with a neat diagram.
7. Detail the different tools available in the market for HR analytics and data visualization.
8. Explain the steps in creating a HR score card.
9. Explain the psychometric techniques in recruitment.