



# CBCS SCHEME

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18MBAHR302

## Third Semester MBA Degree Examination, Dec.2023/Jan.2024 HR Analytics

Time: 3 hrs.

Max. Marks:100

- Note:** 1. Answer any FOUR full questions from Q1 to Q7.  
2. Question No.8 is compulsory.  
3. Use of calculators may be allowed.

- 1 a. Define HR Analytics. (03 Marks)  
b. Discuss on the 5 overarching components of an effective Analytics Frame wave. (07 Marks)  
c. List and explain HR Maturity Frame work : From Level 1 to Level 5. (10 Marks)
- 2 a. What is Predictive Analytics? (03 Marks)  
b. Explain the steps involved in conducting Predictive Analytics. (07 Marks)  
c. Explain the typical application of HR Analytics in contemporary organization. (10 Marks)
- 3 a. What is HR Score card and Work force Score card? (03 Marks)  
b. Discuss the theoretical framework of LAMP in HR Analytics. (07 Marks)  
c. Explain with schematic representation of HCM : 21 framework. (10 Marks)
- 4 a. Define Metrics. What is HR Metrics? (03 Marks)  
b. What is Data Visualization? Elaborate the utility of data visualization tools. (07 Marks)  
c. Discuss statistical software used and their applications in HR Analytics. (10 Marks)
- 5 a. List the typical data sources for HR Analytics. (03 Marks)  
b. Explain the Human Capital Analytics continuum. (07 Marks)  
c. Discuss the techniques used for establishing a Question. (10 Marks)
- 6 a. What is diagnostic Analytics? (03 Marks)  
b. Discuss and elaborate on analytic value chain. (07 Marks)  
c. Explain the roles of HR analytics for business organization. (10 Marks)
- 7 a. What is a Lean System? (03 Marks)  
b. Discuss the various types of Bench marking. (07 Marks)  
c. Elaborate the principles of Lean system and its application in organizations. (10 Marks)

Important Note : 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.  
2. Any revealing of identification, appeal to evaluator and /or equations written eg. 42+8 = 50, will be treated as malpractice.

## 8 CASE STUDY :

Walmart is the World's largest privately owned company with 2.2 global employees. Its HR Analytics team was created by Elpida Ormanidou in 2009 and now numbers over to people with a diverse, array of skills, capabilities and backgrounds. The team is organized into 4 pillars "Modeling and data mining, research and social media, visualization and prototype and test and learn. As well as turnover, absence, mobility and leadership development there in a strong focus on monitoring customer experience and sales linking HR data to wider business metrics.

Questions :

- a. Why HR Analytics important for Walmart? (10 Marks)
- b. How reporting, dashboards, data mining help to Walmart? (10 Marks)

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