

SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN
(AUTONOMOUS)

(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)

Chromepet, Chennai — 600 044.

M.A. END SEMESTER EXAMINATIONS NOVEMBER - 2022

SEMESTER - I

22PHRET1001 - Introduction to Human Resource Analytics

Total Duration : 2 Hrs 30 Mins.

Total Marks : 60

Section A

Answer any **SIX** questions ($6 \times 5 = 30$ Marks)

1. Define HR Analytics. Identify the need for HR Analytics.
2. Describe the importance of HR metrics.
3. Examine the limitations of HR analytics.
4. Apply an appropriate statistical framework.
5. Explain the talent data fabric for prescriptive analysis.
6. Describe the benefits of prescriptive analysis.
7. Explain the five overarching components of an effective HR analytics framework using LAMP Model.
8. Examine the challenges of HR on HR analytics.

Section B

Part A

Answer any **TWO** questions ($2 \times 10 = 20$ Marks)

9. Describe the Micro and Macro benefits of HR analytics.
10. Apply the approaches to classify HR metrics.
11. Analyze the HR analytics framework.
12. Examine the applications of Prescriptive analytics.

Part B

Compulsory question ($1 \times 10 = 10$ Marks)

13. Evaluate the HR dashboard for data driven decisions.
