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. (HRM) END SEMESTER EXAMINATIONS NOVEMBER - 2023
SEMESTER - I
22PHRET1001 - Introduction to Human Resource Analytics

Total Duration : 2 Hrs. 30 Mins.   Total Marks : 60

Section B

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

1. Define HR analytics. List the objectives of HR analytics.

2. Differentiate between Numerical and Categorical Variables.

3. Explain the Parameters of HR analytics relating to strategic and operational level functions of an organization.

4. Explain the HR analytics myth.

5. What is Balanced Score card? How is it used in business?

6. Compute predictor variables, choosing an appropriate statistical framework.

7. Explain the applications of Prescriptive analysis.

8. Determine the Link between HR analytics and dashboard.

Section C

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

9. Explain the need for HR analytics in HR business.

10. Discuss the data sources requirements and types of data required in HR metrics.

11. Examine the five overreaching components of an effective HR analytics framework using LAMP model.

12. Evaluate the benefits and applications of Prescriptive analytics.

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

13. Examine HR dashboard for data driven decisions with relevant examples.

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