

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 - NOV'2024

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. Elaborate HR Analytics.
2. Classify HR Analytics using BSC Framework.
3. Differentiate between descriptive and predictive HR Analytics.
4. Illustrate the micro and macro benefits of HR Analytics.
5. Interpret the myths on HR Analytics.
6. Examine the application of Hevo Tool in Prescriptive analytics.
7. Give a short note on predictor variables.
8. Explain HR Dashboard .

### **Section C**

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

9. Compare the different types of HR Analytics.
10. Diagnose Dr.Jack Fitz – Enz Model of HR Metrics.
11. “LAMP Model is considered to be the most comprehensive” - Explain the HR Analytics Framework in the light of the above statement.
12. Predict the challenges in the implementation of HR Analytics.

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

13. Assess the applications of prescriptive analytics in Banking, Insurance, Financial services and Healthcare Sectors.

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