GIET UNIVERSITY, GUNUPUR – 765022
M. B. A (Third Semester) Regular Examinations, January – 2024
21MBAHR23004 – Human Resource Analytics

Time: 3 hrs   Maximum: 60 Marks

(The figures in the right hand margin indicate marks.)

PART – A   (2 x 10 = 20 Marks)

Q.1. Answer *ALL* questions

		CO #	Blooms Level
a.	Define HR Analytics.	CO1	K2
b.	List the challenges of HR analytics.	CO1	K2
c.	State the need of HR Metrics.	CO2	K2
d.	Write the meaning of staffing metrics.	CO2	K2
e.	Define Workforce segmentation.	CO3	K2
f.	Analyze the critical roles.	CO3	K3
g.	Define is HR communication.	CO4	K2
h.	State the concept of diagonal communication.	CO4	K2
i.	Differentiate between predictive and descriptive analytics.	CO5	K3
j.	State the concept of healthy employee turnover rate.	CO5	K2

PART – B   (8 x 5 = 40 Marks)

Answer *ALL* questions

		Marks	CO #	Blooms Level
2. a.	Explain in detail HR analytics framework.	8	CO2	K3
	(OR)			
b.	Analyze the differences between traditional vs contemporary HR management.	8	CO1	K4
3.a.	Explain few HR Metrics used by Organizations to measure the effectiveness.	8	CO2	K3
	(OR)			
b.	Explain Staffing metrics and various types of staffing metrics.	8	CO3	K3
4.a.	Explain the Steps to Create an HR Scorecard.	8	CO3	K3
	(OR)			
b.	Define promotion and explain various types of Employee Promotions.	8	CO4	K3
5.a.	List the differences between data integrity vs data validity.	8	CO4	K3
	(OR)			
b.	Explain HR metrics dashboard.	8	CO4	K3
6.a.	Explain the Steps to Better Scenario Planning.	8	CO5	K3
	(OR)			
b.	Describe the employee Retention Models.	8	CO5	K3

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