

**GANDHI INSTITUTE OF ENGINEERING AND TECHNOLOGY UNIVERSITY, ODISHA, GUNUPUR
(GIET UNIVERSITY)**

M.B.A. (Third Semester) Regular Examinations, January – 2025

23MBAHR23031 – HR Analytics

(MBA)



Time: 3 hrs

Maximum: 60 Marks

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

PART – A

(2 x 5 = 10 Marks)

Q.1. Answer **ALL** questions

	CO #	Blooms Level
a. List the challenges of HR analytics	CO1	K1
b. State the need of HR Metrics	CO2	K2
c. Define Workforce segmentation	CO3	K1
d. List the data sources for HR analytics	CO4	K1
e. Analyze the difference between Voluntary Vs Involuntary Turnover	CO5	K2

PART – B

(10 x 5=50 Marks)

Answer **ALL** questions

	Marks	CO #	Blooms Level
2. a. Explain in detail HR analytics framework (OR)	10	CO1	K2
b. Analyze the differences between traditional vs contemporary HR management	10	CO1	K3
3.a. Explain the compensation metrics that are often considered important by organisations (OR)	10	CO2	K2
b. Explain in detail about Learning and development metrics	10	CO2	K2
4.a. Explain the Steps to Create an HR Scorecard (OR)	10	CO3	K2
b. Define promotion and explain various types of Employee Promotions	10	CO3	K2
5.a. Write notes on Root cause analysis (OR)	10	CO4	K2
b. Define data visualization and describe the types of data visualization.	10	CO4	K2
6.a. Explain the Steps to Better Scenario Planning (OR)	10	CO5	K2
b. Explain the Five Steps in Descriptive Analytics	10	CO5	K2

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