

C-4052

Sub. Code

31037 C

M.B.A. DEGREE EXAMINATION

INDUSTRY INTEGRATED

APRIL 2021 EXAMINATION

&

APRIL 2020 ARREAR EXAMINATION

Third Semester

HR ANALYSIS

(2017 onwards)

Duration : 3 Hours

Maximum : 75 Marks

Part A

(10 × 2 = 20)

Answer **all** questions.

1. Define HR analytics.
2. Write any two importances of HR analytics.
3. What is meant by HR decision making?
4. List out some HR research tools.
5. Define value proposition.
6. What is meant by workforce analytics?
7. What is HR reporting?
8. What is root cause analysis?

9. List out some predictive analytics tools.
10. Give two examples predictive analytics.

Part B

(5 × 5 = 25)

Answer **all** questions, by choosing either (a) or (b).

11. (a) Explain the importance of HR analytics.

Or

(b) Brief about the ethical issues involved in HR analytics.
12. (a) Explain in detail about HR business process.

Or

(b) Bring out the reasons and needs for HR analytics.
13. (a) Explain the steps involved in forecastmg HR value propositions.

Or

(b) Explain the need and significance of Workforce analytics.
14. (a) Explain the concepts of HR data.

Or

(b) Explain about datafication of Human resources.
15. (a) Explain predictive analytics with suitable examples.

Or

(b) Explain about the different phases of HR analytics.

Part C

(3 × 10 = 30)

Answer **all** questions, by choosing either (a) or (b).

16. (a) Explain about the history, evolution and need for HR analytics.

Or

- (b) Explain in detail about HR analytics framework and models.

17. (a) Explain about HR optimization through HR analytics.

Or

- (b) Bring out the significance of data in HR analytics.

18. (a) Explain the concept of Human capital analytics.

Or

- (b) Explain the need for predictive modeling in HR analytics with suitable examples.
