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Course Code 

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## Third Semester MBA Degree Examinations, March/April 2024 **HUMAN RESOURCE ANALYTICS**

**Duration: 3 hrs**

**Max. Marks: 100**

**Note:** 1. Answer any FOUR full questions from Question No. 1 to 7.

2. Question No. 8 is compulsory

3. Missing data, if any, may be suitably assumed

<u>Q. No</u>	<u>Question</u>	<u>Marks</u>	<u>(RBTL:CO:PO)</u>
1.	a. Identify the importance of data collection in HR analytics.	03	(3:2:2)
	b. Explain HR data and data quality and analyze various degree of measurements that improves the quality of HR data.	07	(4:2:2)
	c. Evaluate different types of HR analytics.	10	(5:2:2)
2.	a. Employ the applicability of concept of analytics in HR.	03	(3:1:2)
	b. Analyze HRM as process and system.	07	(4:1:1)
	c. Interpret how HRM contribute to strategic advantage of the organization and examine the functions of HRM in reinforcement of HR strategy functions with HR analytics.	10	(5:1:5)
3.	a. Identify three important excel add-in functions used in creating dash boards.	03	(3:3:1)
	b. Explain the concept of HR score card and its benefits in Human Resource Management.	07	(3:3:5)
	c. Explain concept of efficiency and effectiveness metrics and interpret the application of recruitment, staffing and training metrics.	10	(3:3:5)
4.	a. Outline the meaning of metrics and its uses in measuring HR performance.	03	(3:3:1)
	b. Last year, AAB International Pvt. Ltd received a total of ₹50, 00,000 from sales. Cost of goods sold was Rs.20, 00,000. Cost of ordinary shares was 2,50,000, Spending on the day-to-day operations was 15,00,000 on which 15% tax was applicable. Total payroll amounted 10, 00,000 and total number of full-time employees in that period was 5000. Calculate HEVA, HCVA, and HCROI from the given data.	07	(3:3:2)
	c. Analyze the importance of HR dash boards and explain different add in functions of excel applied in HR dash board.	10	(3:3:3)
5.	a. Analyze the concept and definition of analytics in HR.	03	(2:1:2)
	b. Outline the importance and benefits of HR analytics.	07	(2:1:2)
	c. Examine the use of HR analytics in HR decision making and explain the three levels of HR decision making process in HR analytics.	10	(2:1:2)

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| 6. | a. | Illustrate the meaning of null and alternative hypothesis.  | <b>03</b> | (3:4:1) |
|    | b. | Interpret the concept of correlation and regression analysis and its assumptions.   | <b>07</b> | (3:4:2) |
|    | c. | Explain the concept of one sample T-test.<br>A company wants to know the regularity of its employees. Company wants to check whether employees are taking average leaves equal to 25. For this purpose, leaves data of 10 employees is considered whose average leaves applied in a year is 29 at standard deviation of 10. Test whether leaves taken by the employees is not more than 25 at 5% significance level. (critical value of $ t =1.833$ ) | <b>10</b> | (4:4:2) |
| 7. | a. | Outline the concept of analysis of variance.  | <b>03</b> | (3:4:1) |
|    | b. | Explain the concept of paired sample and independent sample T-test with examples.   | <b>07</b> | (3:4:2) |
|    | c. | A group of 5 employees are given with training with online method who gained score in evaluation as 42, 39, 48, 60, 41 marks and another group of 7 employees are given with same training content offline and secured marks 38, 42, 56, 64, 68, 69 and 62. Do you agree with the claim that offline training is more efficient significantly at 5% level of significance? ( $ t =1.81$ )   | <b>10</b> | (4:4:2) |

8.

### **Case Study**

An organisation wants Conduct a training session to its Employees for 6 days and training hours carried out 8 hr/ day. Selected Employees for training are 100. Training team consists of 10 Employees in which 3 are managers, 5 are staff and 2 are supporting Staff, who will lead the training program. Organization out- sourced training planner to decide on Contents, stationary, delivery platform of training Sessions of 6 days. Out sourcing organization gave their Estimation for planning is ₹ 48,000/- They only Suggest 5 Trainers who will be conducting the training sessions online and offline platforms. 3 Trainers deliver online charging is ₹ 500/hr for 3 days 2 Trainers, who handle offline session charge ₹ 2000/- Per day. Training Team Expected ₹ 25,000 as Miscellaneous Expenses.

Training Team of 10 Employees are going dedicate their working hours for training sessions of 6 days. Monthly salary of managers is ₹ 55,000/per month, Staff ₹ 32000/month & supporting staff, ₹10,000 per month. No salary cost paid to each employee participating in training is ₹.300/day. Calculate Total Cost incurred in training session in which labour savings are expected ₹ 60,000. and productivity Enhancement up to 5,00,000

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| a. | Analyze the internal and external cost of the training program.  | <b>10</b> | (4:5:5) |
| b. | Analyze total benefits & ROI, along with payback period (in months).<br>Decide whether training program can be conducted or not. | <b>10</b> | (4:5:5) |

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