

BALLARI INSTITUTE OF TECHNOLOGY & MANAGEMENT

(Autonomous Institute under Visvesvaraya Technological University, Belagavi)

USN

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Course Code

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Third Semester MBA Degree Examinations, May/June 2023

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. Employ the applicability of concept of Analytics in HR. | 03 | (2:1:2) |
| | b. Analyze HRM as Process and System | 07 | (2:2:2) |
| | c. Identify 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 | (2:3:2) |
| 2. | a. Identify the advantages of HR scorecard | 03 | 3:2:2) |
| | b. Examine the application of Metrics to measure HR performances and analyze different HR Metrics (Staffing & Training) on their Efficiency and Effectiveness. | 07 | (4:3:3) |
| | c. Analyze the importance of HR dash boards and explain different add in functions of excel applied in HR Dash Board. | 10 | (4:3:3) |
| 3. | a. Analyze the concept and definition of Analytics in HR | 03 | (2:1:2) |
| | b. Outline the importance and benefits of HR Analytics | 07 | (2:2:2) |
| | 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 | (2:3:2) |
| 4. | a. Identify the purpose of HR Dash boards in Decision Making | 03 | (3:2:2) |
| | b. Categorize different types of HR Metrics (Recruitment, Staffing, & Training) | 07 | (4:3:3) |
| | c. Discover the application of HR score card that improves the organizations' Efficiency and discuss its advantages | 10 | (4:3:3) |
| 5. | a. Analyze the importance odd Data Quality | 03 | (2:2:2) |
| | b. Categorize different data sources | 07 | (2:2:2) |
| | c. Discover different levels of HR Analytics | 10 | (2:3:2) |
| 6. | a. Identify the Importance of HR data | 03 | (2:1:2) |
| | b. Analyze the transforming of HR data in to Information | 07 | (2:2:2) |
| | c. Explain the process of Data collection for HR Analytics for an effective HR Measurement | 10 | (2:3:2) |
| 7. | a. Outline the meaning of Null & Alternative Hypothesis | 03 | (3:2:2) |

Note: (RBTL - Revised Bloom's Taxonomy Level: CO - Course Outcome: PO – Programme Outcome)

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| b. | Identify the importance of Correlation and Regression analysis | 07 | (4:3:3) |
| c. | Explain one sample, Two Sample & paired sample T-test | 10 | (4:3:3) |

8. Case Study

ABC company wants to conduct Training session for its employees. HR manager has been given with instructions to estimate the Training cost and its ROI along with Payback Period. ABC company's working hours are from 10.am to 5Pm for 6 days in week. Company works throughout the year of 12 months.

Following is the estimation cost of training for 6 days and per day 8hrs of training.

External Trainer cost: Rs.10,000/day; Hotel Rent cost: Rs. 10,000 / day;
 Stationary cost: Rs.2000/kit; Refreshment cost: Rs. 100/ Employee;
 Travel cost: Rs.2000/ Employee; Food expenses: Rs.10,000/day;
 Miscellaneous Expenses: Rs. 20,000. ABC company decided to provide training to 80 employees in which 20 employees are from another branch of different city. Company decided to allot two Asst.HR managers from the existing branch to monitor the whole 6days training program. Company decided to pay no work salary of Rs. 100/ hour / employee.

Benefits listed from the training program: Expected labour saving, Rs.500/Employee/month

Increase in Employee productivity Rs.1000/month/Employee, cost reduction: Rs.500/Employee/month.

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| a. | Calculate ROI & Payback period of the Training program | 10 | (4:3:3) |
| b. | Calculate Cost of Training program per employee | 10 | (4:3:3) |

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