

Name:	
Enrolment No:	

UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
Online End-term Examination, December 2020

Course: HR Analytics
Programme: MBA (BA)
Course code: HRES 8003
Instructions:

Semester: III
Time: 03 hrs
Max. Marks: 100

SECTION A

- 1. Each Question will carry 5 Marks**
- 2. Instruction: Select the correct answer(s)**

S. No.	Questions	CO
Q 1	LAMP model of HR Analytics given by: a. Boudreau and Ramstad b. Ivan Pavlov and Boudreau c. Ramstad and Henry Fayol d. Edwin B. Flippo	CO 1
Q 2	Analytics based HR decision are a. Evidence based b. Futuristic c. Sustainable d. All of the above	CO 1
Q 3	Which of the following is not a point for the LAMP framework: a. Logic b. Analytics c. Measures d. Predictive	CO 1
Q 4	Correlation Analytics: a. Helps in understanding the relationships between variables, not causation	CO 1

	<ul style="list-style-type: none"> b. Helps in understanding present situation for improving future decision c. Both 'A' and 'B' d. None of the above 	
Q 5	<p>In regression analysis, the variable that is being predicted is the</p> <ul style="list-style-type: none"> a. Dependent variable b. Independent variable c. Intervening Variable d. All of the above 	CO 1
Q 6	<p>Which of the following is not a steps to implement HR Analytics</p> <ul style="list-style-type: none"> a. Clarity of HR Analytics b. Individual power and authority c. Incremental approach in implementation of HR analytics d. Design common glossaries and definitions on HR Analytics 	CO 1

SECTION B

1. Each question will carry 10 marks

2. Instruction: Write brief notes

Q 7	Discuss the differences between resource based and behaviour perspective of HRM. Can HR analytics support HR functions when an organization manages it from a behavioural perspective?	CO2
Q 8	Briefly explain the concepts of HR Analytics and write down the various steps to implement HR Analytics in organization.	CO2
Q 9	Write a brief note on LAMP model and framework.	CO2
Q 10	Identify a hypothetical HR research issue. Explain you will collect data for the proposed research. How you will analyse and draw inferences? In what way your research results can help in HR decision-making in the hypothetical organization.	CO3
Q 11	How Descriptive HR decision is different from predictive HR decision. Explain.	CO3

SECTION-C

1. Each Question carries 20 Marks.

Q 12	You have been asked by your organization to design an employee engagement programme to reduce the current level of employee attrition. What data analysis may be required to design such a programme? While you answer this, also give your logic for choosing the data.	CO4
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