

Name:

Enrolment No:



UNIVERSITY OF PETROLEUM AND ENERGY STUDIES

End Semester Examination, May 2021

Course: Human Resource Analytics

Program: MBA- HRM

Course code: HRES 8003

Semester: IV

Time: 03 Hours

Max. Marks: 100

SECTION A

- 1. Each Question carry 5 marks**
- 2. Instruction : Select the most appropriate answer**

		Marks	CO
Q 1	An HR Dashboard is a visual display of A. HR metrics B. HR Development C. Management goal D. none of the above	[5]	CO1

Q2	_____ links HR management directly to the strategic plan of your organization A. Strategic HRP B. Continuous Training C. Systematic HRD D. None of the above	[5]	CO1
Q3	_____ are discussed with emphasis on how organizations use human capital as a foundational element of their success A. Strategy maps B. Ranking C. Grading D. Recruitment	[5]	CO1
Q4	Which type of data involves, items being assigned to categories that do have some kind of implicit or natural order A. Ordinal B. Nominal C. Binomial D. None of the above	[5]	CO1
Q5	_____ deals with category/specific types of employees who are at high flight risk. A. Retention Risk Analytics B. Competency Acquisition Analytics C. Capability Analytics D. Capacity Analytics	[5]	CO1
Q6	What does a tree diagram is used for? A. Reveal the True Level of a Problems Complexity B. Show a Causality Relationship C. Present Data from a Check Sheet D. Allow a Team to Identify Root Causes Even When No Credible Data Exist	[5]	CO1
SECTION B			
1. Each Question carry 10 marks 2. Write short / brief notes			
Q7	What is the difference between reporting and analytics?	[10]	CO2
Q8	What is HR Analytics?	[10]	CO2
Q9	What is a HR Metric? Enlist a few HR Metrics.	[10]	CO2
Q10	Explain the following comment, "Predictive analytics is probably the most famous part of HR analytics."	[10]	CO3
Q11	In your opinion, how HR analytics can be a useful tool for organizational improvement and development in present day Pandemic crisis?	[10]	CO3
SECTION C			
1. Each Question carries 20 marks (Answer Any One) 2. Instruction : Write Long Answer			
Q12	A company sells souvenirs from Bollywood movies to collectors. It's based in Mumbai and was started by a group of friends from the film industry. As they get off the ground with just a few employees, there won't be anyone specializing in HR. The team will hire from the pool of people they know personally or are referred by a trusted friend. HR decisions are ad hoc, and the culture will flow organically from the CEO and the top team's personality.	[20]	CO4

	<p>Prepare the HR operating model for the above team figuring things out as they go for their company with scale:</p> <ol style="list-style-type: none">1) Ground 0-40 employees2) 40-100 employees in year 1.3) 100-200 staff in year 2.4) 200-400 staff in year 3. <p>Also check the HR to Employee ratio or HR staffing ratio for year 2 and 3.</p>		
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