

# END TERM EXAMINATION

SIXTH SEMESTER [BBA] June 2024

Paper Code: BBA-306

Subjects: HR ANALYTICS

Time: 3 Hours

Maximum Marks: 75

Note: Attempt all questions as directed. Internal choice is indicated.

- Q1. Attempt **any five** of the following questions: (5x5=25)
- (a) Explain the term HR Analytics. Discuss the benefits of HR analytics.
  - (b) Discuss the different types of HR analytics by citing few examples.
  - (c) What is HR dashboard? Elucidate the salient features of HR dashboard.
  - (d) Describe the role of HR Analytics in Workforce Planning
  - (e) How correct the Markov chain is, for forecasting the human resource internal supply using statistical principles?
  - (f) "Good and efficient job analysis helps the organization to identify the gaps in the current workforce." Enlighten the statement also Describe the various methods of job analysis.
  - (g) Write a short note on Employee Engagement; importance and challenges
  - (h) What is your point of view regarding the future scope of HR analytics?

- Q2- What is the main purpose of HR Analytics? What do you understand by LAMP framework of HR analytics? How does the LAMP framework differ from other frameworks used in HR analytics? (12.5)

**OR**

- Q3- What are the major points to be considered while deploying framed model? Discuss the critical stages of talent life. (12.5)

- Q4- What are HR metrics. Why do organizations need HR metrics discuss in detail also discuss the key differences between HR metrics and HR Analytics? (12.5)

**OR**

- Q5 - HR valuation plays a pivotal role in healthy HRM" explain and discuss the various methods of HR valuation. (12.5)

- Q6- "A good workforce planning brings out the best result". Do you agree with the statement? Justify your answer by giving few examples. Discuss the challenges encountered by the manager while planning the workforce. (12.5)

**OR**

- Q7- "Talent analytics relies heavily on statistical concepts and tools" enlighten the statement by discussing different types of talent analytics. (12.5)

- Q8- What do you understand by organizational culture? Discuss the types and key characteristics of organizational culture. (12.5)

**OR**

- Q9- Businesses use human resources scorecards to measure effectiveness. Critically analyze this statement. (12.5)

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