Reg. No. \_\_\_\_\_\_\_\_\_\_\_\_\_



**End Semester Examination – Nov / Dec – 2019**

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|  |  |  |  |
| **Code :** | **18MS3066** | **Duration :** | **3hrs** |
| **Sub. Name :** | **FUNDAMENTALS OF ANALYTICS FOR HRM** | **Max. Marks :** | **100** |

**ANSWER ALL QUESTIONS (5 x 20 = 100 Marks)**

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| --- | --- | --- | --- | --- |
| **Q. No.** |  | **Questions** | **CO** | **Marks** |
| 1. |  | Explain the evolution and track of Human Resource Information System (HRIS) with diagrammatic representation. | CO1 | 20 |
| **(OR)** | | | | |
| 2. |  | Define People Analytics. Discuss on HR expectations on Analytics –Support your answer with primary data. | CO1 | 20 |
|  |  |  |  |  |
| 3. |  | Assume that your company is facing a talent crisis, and the Vice president of HR is coming to you for solutions. She wants to know how you can help her identify high and low performers, identify competency gaps, provide technical skills and reduce turnover. Finally create a logic model based on the present problem and solution identified. | CO2 | 20 |
| **(OR)** | | | | |
| 4. |  | Choose any firm and diagrammatically represent the data analysis level used by that particular firm. Also explain the types of analytics. | CO2 | 20 |
|  |  |  |  |  |
| 5. |  | How human capital analytics is being used by different firms. Support your answer with examples. | CO1 | 20 |
| **(OR)** | | | | |
| 6. |  | Elucidate the ways in which Predictive analytics is used in different firms. Support your answer using Correlation and regression analysis. | CO2 | 20 |
|  |  |  |  |  |
| 7. |  | Define 9-box performance rating system. How 9-box is used by different firms with examples. | CO3 | 20 |
| **(OR)** | | | | |
| 8. |  | Explain the types of Big data. Discuss how Big data is used by different firms with examples. | CO3 | 20 |
|  | | **Compulsory**: |  |  |
| 9. |  | How data can be gathered? How to know that the quality of data is sufficient? Briefly explain the format of report writing with real time examples. | CO3 | 20 |