

MBA Degree (FT III & PT V) End Semester Examination- February, 2022

20-371-0325/16-372-0518: HR ANALYTICS

(Regular)

Time: 3 Hours

Max. Marks: 50

PART A

(Answer ALL questions. Each question carries 2 marks)

Write short notes on:

1. HR scorecard
2. HC BRidge framework
3. HRIS
4. Nominal scale
5. Prescriptive analytics

(5X2=10)

PART B

(Answer ANY FIVE Questions. Each question carries 4 marks)

6. Define HR Dashboards. Explain the significance of HR dashboards in HR Analytics with suitable examples and tools used for creating dashboards.
7. Discuss the concept of "Wall in the HR Measurement".
8. What are the ethical issues in data measurement and evaluation?
9. It is often said that, "data is pattern plus noise". Why is it said so? Elucidate the various steps involved in data cleaning.
10. Differentiate between t-test and ANOVA with suitable examples. What are post hoc tests?
11. Elucidate the assumptions of multiple regression analysis
12. Identify the appropriate statistical tool for each of the following research questions. Specify the scales of measurement for independent and dependent variables for each case.
 - i) To find the probability of an employee leaving the organization on the basis of their performance appraisal score, salary, and job satisfaction
 - ii) To find the probability of an MBA student choosing among the four specializations on the basis of their degree marks, communication skills and personality.
 - iii) iii) To categorize employees with high stress and low-stress level on the basis of whether they have undergone mediation classes or not.
 - iv) iv) To check whether employee satisfaction differ on the basis of gender and designation
 - v) v) Write the corresponding measure of central tendency for the four scales of measurement

(5X4=20)

PART C

(Answer ANY TWO questions. Each question carries 10 marks)

13. In the contemporary hi-tech work environment, there is considerable evidence that 'cyberbullying' has morphed into the preferred mode or style of harassment amongst employees. Cyberbullying is largely viewed as inappropriate, unwanted social exchange behaviors initiated by a perpetrator via online or wireless communication technology and devices. Use DCOVA method to understand how this problem can be addressed from an HR Analytics perspective.