

**R22**

**Code No: 784AK**

**JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD**

**MBA IV Semester Examinations, February - 2025**

**HR ANALYTICS**

**Time: 3 Hours**

**Max.Marks:60**

**Note:** This question paper contains two parts A and B. i) **Part- A** for 10 marks, ii) **Part - B** for 50 marks.

- Part-A is a compulsory question which consists of ten sub-questions from all units carrying equal marks.
- Part-B consists of **ten questions** (numbered from 2 to 11) **carrying 10 marks each**. Each of these questions is from each unit and may contain sub-questions. For each question there will be an “either”/“or” choice, which means that there will be two questions from each unit and the student should answer either of the two questions.

**PART – A**

**(10 Marks)**

- 1.a) What does HR data refer to? [1]
- b) Who are HR data analysts? [1]
- c) Define data purification. [1]
- d) What is the meaning of data metrics? [1]
- e) Who are expatriate employees? [1]
- f) What is BARS? [1]
- g) What is PSP software? [1]
- h) What is a data dashboard? [1]
- i) Define Quality of Work Life. [1]
- j) What is linear regression? [1]

**PART – B**

**(50 Marks)**

- 2.a) Briefly discuss the scope of HR analytics.
  - b) What are the important milestones in the history of HRM? [5+5]
- OR**
- 3.a) What are the basic principles of sustainable human capital management?
  - b) Briefly explain the objectives of HR information system. [5+5]
- 4.a) Explain the steps in HR Analytics process.
  - b) Brief on type and scales of data in HR analytics. [5+5]
- OR**
- 5.a) What are the sources of HR data?
  - b) What is the best way to collect employee data? [5+5]
- 6.a) What is an in-house training program? What are its merits?
  - b) Briefly discuss the general principles of compensation management. [5+5]
- OR**
- 7.a) How does HR analytics improve hiring efficiency?
  - b) What is ex-pat cross-cultural training? What are its objectives? [5+5]

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8.a) Describe in detail the important HR analytical tools in vogue currently.  
b) Illustrate the descriptive analytics tools used in HR. [5+5]

**OR**

9.a) Briefly explain the application of SPSS for descriptive statistical analysis in HRM.  
b) What are data visualization tools? Provide an overview of these tools. [5+5]

10.a) How can cluster analysis enable taking better decisions in HRM?  
b) Examine the application of factor analysis in HR analytics. [5+5]

**OR**

11.a) What is ANOVA? Explain its application in manpower demographics for workforce.  
b) Brief on future of HR analytics. [5+5]

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