Name:		UPES
Enrolment No:		UNIVERSITY WITH A PURPOSE

UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, December 2019

Course: HR Analytics   Semester: IV
Program: MBA(General)   Time: 03 Hours
Course code: HRES 8003   Max. Marks: 100
Instructions: Write precise and brief answers

SECTION A			
		Marks	**CO**

Q 1	*Define the following (in about 30 words each)*
	
	   a) Vacancy Rate
	   b) Retention rate
	   c) HR Metric
	   d) Parametric tests
	   e) Yield Ratio
		(5x6)	**CO1**

SECTION B			
	*Answer **ALL** the following questions*	**(10x5)**	
Q2-	Briefly explain the HR practices which a company can use to achieve 'Customer Intimacy'.	**10**	**CO2**
Q3-	Explain any two forecasting methods of HRP along with their advantages and disadvantages.	**10**	**CO2**

Q4-	Differentiate between
	   a) Diversity and Inclusion
	   b) Lead indicator and Lag indicator
		10	**CO3**

Q5-	Why are L&D Analytics subjective? What should L&D measure, in order to remain relevant?	**10**	**CO3**
Q6-	What is meant by 'Time to fill' and how is it different from 'Time to hire'? **OR** What is 'Sentiment Analysis'? Which of the two methods of Sentiment analysis would you prefer and why?	**10**	**CO3**
SECTION-C			
	Answer ANY ONE of the following questions	**(20x1)**	

Q8-	a) Differentiate between percentile and percent rank function of excel. If a company claims that their salaries lie above the 75 percentile in the industry. What does it imply? b) How is Employee Net Promoter Score (ENPS) calculated? What does it mean if ENPS of a company has moved from -30 to 10? c) Is low level of attrition good? Why or why not?	20	CO4
Q9-	In a company the number of employees in different department are as follows: Marketing-75, HR-15, IT- 24, Operations- 45, Finance-18. In the current medical emergency, the company has three options: 1- Allow only the operations department employees to come to office and provide each of them a mask and bottle of sanitizer. Remaining employees work from home. 2-Allow Marketing and IT department employees to come to office and provide them only masks, but not the sanitizer. 3- Allow all employees to come to office but provide them only the sanitizer and not the mask. If the cost of mask is Rs. 450 and the cost of sanitizer is Rs. 215. Find the amount which needs to be spent in all the three cases. *(You may use an excel sheet to calculate)*	20	CO4