UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End-term Examination, May 2022

Course: HR Analytics **Semester: VI**
Programme: BBA (HR Specialization) **Time: 03 hrs**
Course code: HRES 3005 **Max. Marks: 100**

SECTION A

1. Each Question will carry 2 Marks
2. Instruction: Select the correct answer(s)

S. No.	Questions	CO
Q 1	Human Resource departments are_____ **a.** Line department b. authority department c. service department d. functional department	**CO 1**
Q 2	Analytics based HR decision are a. Evidence based b. Futuristic c. Sustainable d. All of the above	**CO 1**
Q 3	Which of the following is not a point for the LAMP framework: a. Logic b. Analytics c. Measures d. Predictive	**CO 1**

Q 4	Correlation Analytics: a. Helps in understanding the relationships between variables, not causation b. Helps in understanding present situation for improving future decision c. Both 'A' and 'B' d. None of the above	**CO 1**
Q 5	In regression analysis, the variable that is being predicted is the a. Dependent variable b. Independent variable c. Intervening Variable d. All of the above	**CO 1**
Q 6	Which of the following is not a steps to implement HR Analytics a. Clarity of HR Analytics b. Individual power and authority c. Incremental approach in implementation of HR analytics d. Design common glossaries and definitions on HR Analytics	**CO 1**
Q 7	The shape of the Normal Curve is _____ a. Bell Shaped b. Flat c. Circular d. Spiked	**CO 1**
Q 8	Normal Distribution is symmetric is about _____ a. Variance b. Mean c. Standard deviation d. Covariance	**CO 1**
Q 9	Around the central value of observations, the extent to which the values depart from normal distributions is classified as a. Negative Variation b. Skewness c. Positive Variation d. Positive trailing	**CO 1**

Q 10	Analytics based HR decision are a. Evidence based b. Futuristic c. Sustainable d. All of the above	**CO 1**

SECTION B

1. Each question will carry 5 marks
2. Instruction: Write brief notes

Q 11	Write a brief note on LAMP model.	**CO2**
Q 12	Define descriptive analysis.	**CO2**
Q 13	What are the importance of implementing HR analytics?	**CO2**
Q 14	How Descriptive HR decision is different from predictive HR decision. Explain.	**CO2**

SECTION-C

1. Each Question carries 10 Marks.

Q 15	Reviewing HR functions from different perspectives, explain how HR analytics can ensure value addition to HR department.	**CO3**
Q 16	Discuss with examples how in critical HR decision-making, HR analytics can help?	**CO3**
Q 17	Discuss the differences between resource based and behaviour perspective of HRM.	**CO3**

SECTION-D

1. Each Question carries 15 Marks.

Q 18	You have been asked by your organization to design an employee engagement programme to reduce the current level of employee attrition. What data analysis may be required to design such a programme? While you answer this, also give your logic for choosing the data.	**CO4**
Q 19	Bruce Spuhler, customer service manager at BGS Sports, wants to conduct a job analysis on how his employees interact with customers and other employees. What steps should Bruce take to implement a successful job analysis, and what method should he use to analyze his employees?	**CO4**