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Sub Code: KMBNHR-03
Roll No.

MBA
(SEM IV) THEORY EXAMINATION 2022-23
HR ANALYTICS

Time: 3 Hours *Total Marks: 100*

Note: Attempt all Sections. If require any missing data; then choose suitably

SECTION A

1. Attempt *all* questions in brief. **2 x 10 = 20**

(a) HR Analytics is a Continuum. How?
(b) What is Mindtree in HR Analytics?
(c) Describe Human Resource Policies?
(d) Describe Risk Factors in Demand Forecasting?
(e) What do you Mean by Screening?
(f) Define Manpower Analysis?
(g) What is Intra- Personal relationship?
(h) Describe Evaluative Mediation?
(i) Define Importance of Metrics in an HR Report?
(j) Define use of SUMIF Function.

SECTION B

2. Attempt the following: **15x2=30**

Read the Following Case Study and Answer any TWO Questions:
Toyota today is riddled with quality problems. Quality was once the pride USP of this company. The Problem reached to such a critical level that the company had to recall almost 9 million cars world -wide obviously, this led to significant lowering of the brand value of the company and drop in sales. The failure of Toyota has been attributed as poor HRM function of the company? Further it was mentioned the root cause of the problem was human error. Human error at time caused for factors which could we beyond the control of employees. It cascades for the action of the senior management, people at operations level may have inadequate information and poor Job training. Toyota's poor HR practices are categorized in reward and recognition, training, hiring, Performance Management process, corporate culture, leadership development and succession, retention and risk assessment.
In all these HR practices, company failed to integrate with the business goals. Moreover, HR decisions were not backed with data, rather it was in accordance with the existing systems and standards. Hence, systemic failure of management contributed to quality problems and subsequent recalling of cars, resulting several million-dollar losses to the company.

(a) Describe the problems faced by Toyota company, from your perspective.
(b) Suggest the solution to the company to get rid of the problem.
(c) In the Context of this Case Study, how HR Analytics could help the company to mitigate its losses.

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SECTION C

3. **Attempt any *one* part of the following:** **10x1=10**

   (a) Describe the difference between Analytical thinking & Intuition Thinking?

   (b) Describe Key elements of the HR Scorecard? Discuss benefits of HR Scorecards?

4. **Attempt any *one* part of the following:** **10x1=10**

   (a) Describe External and Internal factors which effects the HRP?

   (b) What do you mean by selection bias and its types.

5. **Attempt any *one* part of the following:** **10x1=10**

   (a) Describe basis of Training Evaluation? Discuss Stages of Training Evaluation Methods?

   (b) Describe the term Optimizing selection and Promotion decisions in detail?

6. **Attempt any *one* part of the following:** **10x1=10**

   (a) What do you mean by Stress Management? Describe Strategies of Stress Management?

   (b) Describe Responsible investment in SRI?

7. **Attempt any *one* part of the following:** **10x1=10**

   (a) Describe HR Metrics in Employee Value and Performance?

   (b) Explain the excel functions in creating HR Dash Board?

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