

PGDM, 2020-22
Human Resource Metrics & Human Resource Analytics
DM-421
Trimester – IV, End-Term Examination: September, 2021

Time allowed: 2 Hrs 30 Min
Max Marks: 50

Roll No: _____

Instruction:

Students are required to refer the Excel file for attempting the Questions. Kindly note all questions are compulsory. You are required to write your answers in the Excel File as well as in answer sheet.

- Q1.)** a. Preeti Motors , a large reputed automobile company recruit employees through different recruiters. This year for their recruitment they had taken the help from two recruitment agencies named Novelty Manpower Agency and Zareena Manpower Agency. Based on their performances on different measures, Preeti Motors had given some goal against each measure. As a HR Analyst, you are required to recommend Preeti Motor which agency is more effective.

Sl No.	Measures	Goal/ Target given by Preeti Motor	Weightage of each measure given by Preeti Motor	Result of Novelty	Result of Zareena
1	Response Time	7 days	1.5	11days	9 days
2	Time to fill	35 days	1.5	29 days	31days
3	Hit Rate	80%	1.0	85%	90%
4	Cost per hire	Rs.35,000	2.0	Rs. 33,000	Rs.34,000
5	Quality of Hire	75%	3	85%	85%

(CILO-2) (8 Marks)

- 1b.** Calculate the quality of hire:

Given: a. The average job performance rating of 30 new hires is 3.5 on a 5 point rating scale.

b. Out of 30 new hires, 12 people got promoted to the next level

c. By the end of the year, 6 people have left the organization

(CILO -2) (2marks)

Q.2. The owner of MNC company is worried as they feel every year employees after getting few years of experience leave the organization, which is not only a huge financial loss for the organization, but also it tarnishes the brand image in the market. Hence the company appointed you as a HR analyst and asked you to find out what would be the likelihood of a person to stay in the organization if he has remained 6 days of absence in a month, revenue generated through sales is Rs.65,000 and got a performance rating of 7 based on the data given. **Refer Excel sheet Q.2. (CILO- 3) (10 Marks)**

Q. 3. Dr. Rahul is a surgeon works for a very profitable and reputed hospital, named Surya Hospital, Noida. Dr. Rahul feels that he is under paid according to his experiences and performance. Currently he is drawing a compensation of Rs. 35 lakh per annum, which is the industry average. Apart from this Dr. Rahul complains some tasks are not adding any value to his profile. Since the hospital does not want to lose a competent surgeon like Dr. Rahul, so the Owner of the organization appointed you as a HR analyst and asked for you to prepare a detailed report inclusive of whether Dr. Rahul deserves a hike or not. As an analyst, you are also required to prescribe the Owner of the Hospital about next course of action.

The principal tasks performed by Dr. Rahul is given. The tasks that are listed are those in which he spends almost 10% of his time. Apart from this the time he spends on each task, importance of each task and performance of Dr. Rahul in comparison to other surgeons of the hospitals are also given. **(Please Refer Excel Sheet Q. 3)**

(CILO-2) (10marks)

Q.4. a. XANSA Ltd. wants to compare the test scores of all 3 skills for all of its 4 regional offices from East, West, North and South zone for the candidates who went through the selection process in their respective regional offices. The test scores are given out of 10. Formulate suitable hypothesis and discuss the results. **(Please Refer the Excel Sheet 4. a)**

(CILO-3), (5marks)

Q. b. The owner of Republic Company wants to have gender diversity across the organization. He has asked his HR manager to prepare a report on gender diversity based on the strength of employees' in different departments of the organization. **(Please Refer Excel Sheet Q.4 b)**
(CILO-3), (5marks)

Q5. a. What are the different components of People Analytics? Some says 'People Analytics' is the latest fad in management science, comment.

(CILO- 1) (6Marks)

b. With suitable examples explain different types of HR Analytics. (CILO- 1) (4Marks)

OR

Q.5. a. Discuss the steps of conducting people analytics in an organization.

(CILO- 1) (6Marks)

b. A People Analyst must have a fair understanding about different types of data. With suitable example, explain different types of data. *(CILO- 1) (4Marks)*

X-----X-----X

Question:2

Employee Number	Days of absence	Revenue Generated through Sales	Performance Ratings	Status of Leaving
1	5	69256	6	Left
2	1	36577	4	Left
3	4	53174	1	Left
4	3	64132	7	Left
5	7	31338	3	Not left
6	5	38505	2	Not left
7	1	33749	8	Not left
8	6	37736	9	Not left
9	7	45755	9	Not left
10	3	68151	4	Left
11	8	53750	5	Left
12	6	20593	5	Not left
13	7	27403	1	Left
14	6	68624	8	Left
15	1	25700	5	Left
16	6	23455	2	Left
17	5	29458	3	Left
18	5	21527	3	Left
19	1	17984	4	Not left
20	7	64566	2	Left
21	5	46779	10	Left
22	1	15645	2	Left
23	8	20308	9	Not left
24	5	48088	6	Not left
25	5	16847	2	Not left
26	8	58332	10	Not left
27	1	36342	1	Not left
28	1	39685	3	Not left
29	7	45800	2	Not left
30	6	66205	8	Not left
31	4	65268	9	Not left
32	8	42915	4	Not left
33	7	48471	4	Not left
34	1	58302	8	Not left
35	6	57748	1	Left
36	4	32557	8	Not left
37	4	27684	10	Left
38	3	65961	3	Not left
39	1	36658	9	Left
40	4	14798	6	Left
41	1	62542	5	Left
42	4	16192	8	Not left
43	5	33641	5	Not left
44	6	21578	7	Left
45	8	49379	4	Not left
46	7	11701	5	Left
47	8	31670	9	Not left
48	6	66073	3	Left
49	6	22094	8	Left
50	2	67621	7	Left
51	5	23355	10	Not left
52	7	44022	6	Left

53	5	50012	9	Not left
54	2	40730	3	Not left
55	2	45978	7	Not left
56	3	50224	4	Not left
57	3	41654	5	Not left
58	1	13730	6	Not left
59	6	48626	9	Not left
60	6	14037	5	Not left
61	8	21536	10	Not left
62	6	69647	1	Left
63	8	17529	6	Not left
64	1	33542	6	Left
65	5	50653	1	Left
66	2	63421	10	Not left
67	3	16709	3	Left
68	1	59207	10	Not left
69	5	37701	1	Not left
70	3	57184	10	Left
71	7	45812	3	Not left
72	5	14476	5	Not left
73	6	12641	3	Left
74	3	44691	7	Left
75	7	41448	8	Left
76	2	14711	6	Left
77	7	35574	3	Left
78	6	28155	9	Left
79	7	32300	4	Not left
80	1	16291	6	Not left
81	3	16052	10	Not left
82	6	38248	5	Not left
83	6	28644	10	Not left
84	2	40162	7	Left
85	8	14703	8	Left
86	4	64452	8	Not left
87	1	58179	10	Not left
88	2	45357	6	Left
89	2	62126	2	Left
90	4	42028	5	Not left
91	2	17104	4	Not left
92	7	52942	4	Left
93	8	46400	9	Not left
94	8	16674	8	Not left
95	8	19361	3	Not left
96	8	41672	4	Left
97	6	61912	6	Left
98	4	63583	5	Left
99	1	47953	8	Left
100	4	38780	1	Left

Question:3

Time/ Frequency is measured in a 0-7 point rating scale , where 0 is no time devoted and 7 is most of time devoted; Importance is measured on a 0-7 point rating scale where 0 is not important at all and 7 is most important; Performance is measured on a 0-2 point rating scale, where 0 is below average, 1 is average and 2 is maximum

Principal Activities	Time/Frequency	Importance	Performance
Update charts and patient information	5	3	0.5
Order tests for nurse and other healthcare staff	4	5	1.1
Address concerns and queries of patients	5	6	1.6
Ensure sterility in the operation room	4	5	0.98
Direct and coordinate activities of hospital	3	5	1.2
Performance surgical procedures	7	7	2
Update time schedule of procedures	4	5	1.2
Medical research and develop surgical techniques	6	3	0.5
Oversee post-surgery and associated risk	7	4	0.75
Illness prevention and health promotion programs	3	3	0.92
Guide and teach residents	4	5	1.8
New vaccines development	3	4	1.45
Review patient's medical history	4	6	1.65

Question.4 a

Regional Group	Candidate	Technical Skills Score	Soft Skills Score	Aptitude Scores
East	1	1	4	4
	2	5	9	5
	3	5	5	7
	4	9	6	3
	5	5	9	4
	6	4	6	4
	7	2	4	5
	8	7	5	9
	9	4	3	5
	10	5	5	4
West	1	4	4	4
	2	5	9	9
	3	3	5	5
	4	5	6	6
	5	4	9	9
	6	5	6	6
	7	7	4	4
	8	3	5	5
	9	4	3	3
	10	4	5	5
North	1	4	6	5
	2	9	5	9
	3	5	9	5
	4	6	7	4
	5	9	8	5
	6	6	5	6
	7	4	7	8
	8	5	6	6
	9	3	9	5
	10	5	7	2
South	1	2	5	7
	2	5	7	2
	3	5	6	3
	4	2	6	5
	5	6	8	5
	6	5	6	9
	7	4	5	6
	8	7	4	5
	9	6	5	5
	10	3	5	6

Question.4 b

Gender	HR	IT	Accounting	Operations
Female	51	85	72	114
Male	80	174	73	178
Total	131	259	145	292