Time allowed: 2 Hrs
Max Marks: 40

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.

Q.1) The CHRO of Lazez ltd. wants to take a decision based on the effectiveness among three recruitment agencies based on certain measures. The CHRO has communicated his expectations from all these agencies on each measures. He has also communicated the weightage assigned to each measure. Find out which recruiting agency is more effective?   **(8 marks, CO-1)**

Sl No.	Measures	Goal/ Target given by CHRO	Weightage given by CHRO	Agency 1	Agency 2	Agency 3
1	Response Time	7 days	1.5	6 days	24days	13days
2	Time to fill	35 days	1.5	38days	26 days	19days
3	Hit Rate	80%	1.0	70%	90%	85%
4	Cost per hire	Rs.35,000	2.0	Rs.38,000	Rs.32,000	Rs.39,000
5	Quality of Hire	75%	3	82%	76%	90%

Q.2) Mr. Rajesh was worried about the numbers of fraudulent medical claims from employees. He was surprised to see that a number of mediclaims turning as fraudulent was comparatively higher in the male employee filing. He decided to do a statistical test to see an association between gender type and mediclaim turning to be fraudulent. Based on his People Analytics concept, he decided to run a statistical tool to test the same.

Data given: Total no. of male employees: 2788, out of which 688 mediclaims are fraudulent and total numbers of female employees 1110 and out of which 345 claims found to be fraudulent.   **(6 marks, CO-2 &3)**

Q3.) Mr. Prabhat works as a Head HR in Xansa Pvt. Limited. Some of the female employees complaint that they receive less salary in comparison to their male counterparts in sales department. This perception creates some kind of turmoil in organization. As a head HR, you need to verify the claim. You have randomly selected 36 male and same numbers of female employees' annual compensation in lakhs for carrying out the study. You are required to formulate suitable hypothesis and interpret the result and submit the report to Mr. Prabhat. **Refer Excel sheet Q3.**   **(6 marks, CO-2&3)**

Q4.) Assuming yourself working as a HR Analyst reporting to CHRO of a 100 bed hospital, located in NCR region of India. Dr.Raghav, a surgeon in his last interaction with CHRO, mentioned about his lower package. Your CHRO wants to ensure that the pay package offered to Dr. Raghav is appropriate. The average annual package given to all surgeons of the same level is 32lakh. The hospital is giving salary according to the market rate and economic value of each employee is best reflected in his/her annual wages or salary. The details of the activities performed by Dr. Raghav is mentioned along with time spent/ frequency , importance of each activity and performance is given in **excel sheet-Q.4**. The time spent/ frequency and importance are rated on a 7 point scale, 0 being the least and 7 being the most important. Similarly, for performance, it is rated on a 2 point scale, 0 being the least and 2 the highest rating. As a HR Analyst, you are required to submit a detailed prescriptive report to CHRO.   **(8 marks, CO-3&4)**

Q5). Gatty Infra Tech Ltd. finds that many of the prospective employees don't join the organization even if after accepting the offer letters. Because of this organization again spends lots of money and time in hiring process. Hence the CHRO decided to conduct a study which would help him in finding out what would be the probabilities of any person to join the organization and based on this appropriate steps would be taken. Based on data provided **in excel sheet Q5.**, find out what would be the probability of an employee joining the organization if his age is 36yrs, experience is 9yrs, duration to accept offer letter is 15days, notice period is 26days and percent hike in compensation is 30.

(8 marks, CO-3)

Q6a). People analytics is evidence based approach. With suitable example, justify the statement.   **(4 marks, CO-2)**

OR

Q6b). Data is the heart of People analytics, with suitable examples, explain different types of data of a Learning and Development department.   **(4marks, CO-2)**

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Emp. No.	Age	Exp. in Yrs	Duration to accept offer	Notice period	Percent hike offered in CTC
1	34	7	14	30	13.16
2	34	8	18	30	320
3	27	4	3	45	42.84
4	34	4	26	30	42.84
5	34	6	1	120	42.59
6	34	2	17	30	42.83
7	32	7	37	30	31.58
8	34	4	12	45	208.64
9	34	8	16	0	-20
10	34	4	13	30	-51.37
11	26	3	1	30	-22.22
12	34	3	6	30	220
13	34	3	120	30	-60.53
14	34	7	3	0	37.18
15	29	7	14	30	287.5
16	34	8	44	75	60
17	34	5	7	30	50
18	34	18	1	30	-27.31
19	36	8	98	30	165.36
20	34	6	1	0	30
21	34	1	1	30	42.86
22	34	2	7	30	164.29
23	29	8	1	0	42.78
24	30	3	0	30	37.5
25	30	5	1	0	42.86
26	30	5	83	60	25
27	31	6	1	0	42.86
28	31	7	16	60	0
29	40	13	32	120	57
30	28	7	19	30	42.85
31	34	6	0	0	15.38
32	33	5	4	30	-2.17
33	25	13	38	45	42.11
34	30	3	5	75	-37
35	31	6	6	45	50.7
36	44	7	9	30	81.1
37	44	15	0	30	-14.91
38	23	6	18	90	211.11
39	29	6	24	30	23.95
40	32	6	10	60	29.17
41	30	6	53	60	28.52
42	31	6	11	60	-6.67
43	44	20	0	0	89.58
44	33	6	5	0	28.57
45	41	13	0	0	-5.79
46	28	2	4	30	-14.58

47	36	13	46	30	260
48	30	8	2	75	42.85
49	31	6	1	90	42.85
50	26	2	-1	90	-11.11
51	32	6	31	90	-55.75
52	34	10	4	0	42.86
53	34	9	54	60	31
54	20	7	33	75	31.82
55	27	3	7	60	-18.18
56	30	3	1	30	12.5
57	30	6	9	60	42.85
58	28	4	1	30	42.86
59	33	7	18	45	250
60	40	10	15	60	300
61	25	1	4	30	150
62	25	1	4	30	150
63	31	4	11	30	-12
64	34	8	2	0	49.89
65	28	5	5	120	0
66	34	3	105	120	-16.67
67	31	6	1	60	20.83
68	31	3	14	30	-12.5
69	26	3	0	90	28.64
70	37	9	17	30	15
71	29	6	69	75	46.43
72	26	3	68	60	42.05
73	33	2	1	60	-12.5
74	32	6	7	30	42.86
75	39	1	8	30	-28.57
76	33	10	19	60	30.5
77	33	9	84	60	42.86
78	30	3	28	30	233.33
79	29	6	20	90	-26.53
80	33	10	0	30	206.12
81	43	15	13	30	-4
82	32	7	22	30	42.85
83	38	14	14	30	138.89
84	27	5	126	30	74.58
85	29	6	21	90	30
86	29	5	2	30	-50.82
87	30	3	4	30	90.48
88	37	8	0	30	15.45
89	29	5	10	30	-15.32
90	25	1	0	30	9.14
91	31	6	4	30	-14.56
92	24	1	0	0	-16.67
93	26	2	5	60	143.06

94	23	1	0	0	-16.67
95	28	2	2	60	-20.41
96	24	1	16	30	-30.46
97	32	9	2	90	-35.33
98	31	7	106	90	27.31
99	36	10	90	45	48.5

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