

Time allowed: 2.5 Hours

Max Marks: 50

Roll No: _____

Instruction: Students are required to write Roll No on every page of the question paper, writing anything except the Roll No will be treated as **Unfair Means**. In case of rough work please use answer sheet.

Students are required to attempt questions of Section A and Section B inside the Examination hall and submit the answer sheet to invigilator, before leaving the room. Time allowed to attempt Section A and Section B is 1: 45 Hrs.

Section C will be done in Computer lab. Time allowed to attempt section C is 45 minutes.

SECTION - A

[Marks: 3*5 = 15]

There are 5 questions in this section. Attempt any 3 questions. Each question carries 5 marks.

1. Why is it important for HR management to transform from being primarily administrative and operational to becoming a more strategic contributor?
2. With suitable example discuss how Predictive Analytics is different from Descriptive Analytics.
3. Explain the Deep and Wide Approach of Analytical problem solving with suitable example.
4. How is HR Metrics different from HR Analytics?
5. Explain Training Cost and HCROI

SECTION - B

[Marks: 2*10 =20]

There are 3 questions in this section. Attempt any 2 questions. Each question carries 10 marks.

1. Explain how technology has changed jobs. What are some HR responses to those changes? How have today's HR measurement approaches affected the HR results and the overall success of the organization?
2. You are the HR manager and you need to calculate and provide the Turnover costs for the following high turnover position:

Position: Machine Operator
 1. Number of Employees: 250
 2. Number of Turnovers: 85
 3. Average wage: 756 INR / day
 4. Cost of Benefits: 35% of Payroll
3. What is HR Analytics? Explain HR Analytics Value Chain by giving suitable examples.