Time allowed: 2 Hrs 30 Min
Max Marks: 50

Roll No: _____

Instruction: Students are required to write Roll No. on file; writing anything except the Roll No. will be treated as **Unfair Means.** All other instructions on the reverse of Admit Card should be followed meticulously. You are required to refer data given in excel sheet.

SECTION A

1. A,B,C,D and E are the five companies that participated in Great Place to Work for survey's ranking. The criteria chosen for the same are Higher Revenue Growth, Flow of Information in the organization, Development of all employees, Caring work place and Fairer workplace. However, the relative importance of these criteria is different. Given the Expert's opinion, you are required to identify which organization is the best out of five. *(10marks) CILO- 3*

2. (a) Xansa is an established cement manufacturing company located in Ghaziabad. The Company is planning to hire 100 junior officers in different functions. They have a tie up with a reputed recruitment agency, named Albey agency. For the first time the recruitment agency received the job requisition on 4th of september, 2018. The agency after conducting preliminary interview sent the qualified candidates to the HR Department of Xansa for interview on 22nd of September, 2018. However, the HR of Xansa had given a target to Albey that response time (RT)should not be more than 15 days. Jointly Albey and Xansa conducted a series of tests to shortlist the candidates and at the end they decided to give offer letter to 200 candidates. However, by 20th of October, 2018, 110 candidates accepted the offer letter. The time to fill (TTF) target given by Xansa was 60 days. The agency could meet the expectation level of Xansa with regard to Hit Rate, which was 90%. However, management of Xansa was little unhappy regarding cost per hire. Albey claimed they had spent almost Rs.15,000/ per hire whereas Xansa had given a target to limit the cost per hire to Rs.10,000/ per hire. The quality of the hire was 70% against the target set of 75% by Xansa . The weightage given by Xansa for Response Time (RT), Time to Fill(ToF), cost per hire (CoH), Hit Rate (HR) and Quality of hire was 1.0, 1.5,2.5,1.0 and 3.0 respectively. Find the effectiveness of the recruitment agency Albey. *(7marks) CILO -1*

   2.(b) Nipco, an automobile company hired 30 people for its operation and marketing departments. After working one year, the company found that the average performance of the employees is 7 on a 10 point scale. Seventeen of the new employees got promoted to the next level and three of the new employees left the company for some reasons. Calculate the quality of Hire. *(3marks) CILO -1*

3. A reputed IT company decided to hire management trainees and hence conducted a pool campus test. Around 391 students from different Schools appeared for the written test. While offering placement letter, the recruiter considered the students' graduation percentage, percentage of marks obtained in MBA, years of experience, written test score and their CAT percentile. You are required to find out the probability of student to be placed if he/she has secured 67% in graduation, 72% in MBA, having 2 years of work experience, 72 marks in written test and 78 CAT percentile. *(10marks)CILO-3*

4. The Board of Apex level Management education wants to understand whether placement-wise top four B schools of the country are offering the same package or not. To ascertain this, from every B school top 50 placed students in terms of package received were selected and then out of these 50, 20 students were randomly chosen from each B school. The compensation package of 20 students from each B school is given. You are required to make a report and present it to the Board to show whether salary package wise how they are performing. Kindly explain by formulating suitable hypothesis and test. *(5marks)CILO-3*

5. The latest research on job satisfaction of ABC organization indicates that there is a growing dissatisfaction among employees regarding perceived disparity in salary among male and female employees. CHRO called the HR Analytic team and asked them to investigate this issue. The analysts after doing stratified random sampling, picked up 30 males and 30 females and compared their salary and submitted the report. Assume yourself as a part of that analytic team and you are required to produce the report. *(3marks)CILO-3*

6. Albena is a manufacturing organization located in Jharkhand. The work is carried out by both executives and non executives. The employees strength in different departments is given below. You, as an HR Analyst, want to know whether the ratio of the executives and non executives is same or not. *(2marks)CILO-3*

7. Each multiple choice question carries one mark. *(1*5=5marks)*
    i.   HR is ---------------------- approach.
           a)   Evidence based
           b)   Behavioural based
           c)   Intuitive based
           d)   None of these.
    ii.   Attrition is a -------------------- type of data.
           a)   Nominal
           b)   Ordinal
           c)   Ratio
           d)   None of these
    iii.   The hardest part of HR Analytics is
           a)   Combining different types of data
           b)   Mining datasets
           c)   Developing actionable insights through data analysis
           d)   Implementing the changes recommended by analysis.
    iv.   HR Analytics is all about
           a)   Computing retention data
           b)   Identifying how many employees we have
           c)   A way to measure ROI of training and other programme
           d)   Consolidating people data to solve specific business problems
    v.   Which of the following is not part of data value chain?
           a)   Data optimization
           b)   Data visualization
           c)   Data mining
           d)   Data warehouse
    vi.   With suitable examples explain why HR Analytics has been view seriously by CHRO and CEO of any organization and describe different types of analytics. *(3marks) (CILO 2)*
    vii.   Write steps involved in HR Analytics process. *(2marks) CILO 2*