UNIVERSITY OF PETROLEUM & ENERGY STUDIES
Dehradun

End-Semester Examination—April, 2018

Name of the Program: MBA (General) HR	**Semester**	**: IV**
Course Code: HRES 8003	**Duration**	**: 3 Hours**
Course Title: HR Analytics	**Max Marks**	**: 100**

This Question Paper has Three pages

Section A

Q1- Briefly define the following   (2x10=)20

    a) HR Metric

    b) Strategic scan

    c) Evidence based management

    d) Big data

    e) Parametric tests

    f) FTE

    g) Diversity percentage

    h) Yield Ratio

    i) Pivot tables

    j) Data cleaning

Section B

Attempt ANY FIVE questions *(Not more than 100 words each)*   (5x 6=30)

Q2- Briefly discuss the origin and development of the concept of HR analytics

Q3- With the help of a diagram explain the Analytics Maturity Model given by Bersin (2012).

Q4- Write a short note about the project 'Oxygen' of Google. Also discuss its major findings.

Q5- Briefly describe any five problems of HR analytics

Q6- What are the different types of HR report? Also explain the functions of an HR report.

Q7 – In one sentence mention the difference between

    a- Analysis and Analytics

    b- Countif and coutifs function of Excel

    c- Percentile and percentrank function of Excel

d- Scenario manager and goal seek

e- HR Report and HR Dashboard

Q 8- Briefly describe the steps involved in HR Analytics process.

Section C

For the following questions you will need to work on EXCEL.
Question No. 9 is compulsory. In Question 10 ANSWER ANY Five

Q9 a) According to the current compensation plan, for a position with a basic salary of Rs.30,000/-, the company offers 60% DA, 12% HRA, Rs 700/- as TA and deducts 6.5% towards PF contribution. In the next financial year the company wants to increase the salary for this position without changing DA, HRA and PF. Find all values of Basic and TA for which the net salary will remain between Rs.50,000/- and Rs.80,000/- ? **(7)**

Q9 b) For the same position (with a basic salary of Rs.30, 000/-) which of the given three options will be costlier for the company?

a) Increasing DA to 65% and HRA to 15% and keeping other components same.

b) Increasing basic to Rs.35,000/- with no change in other components

c) Increasing DA to 70 % and keeping other components same **(8)**

Q10- With the help of the data made available to you in the Excel file named 'HRA-Endsem-2018 find/answer **ANY FIVE** of the following questions. You are also required to submit the Excel workbook with the solution **(5x7=) 35**

a) People in the age group 20-40 and 41-60 **AND** Diversity percentage in the organization.

b) Number of employees being paid below the median salary **AND** Training expense per employee. Does the amount of money spent on training a particular employee improve the revenue generated by him/ her?

c) What is the representation of females in the higher grade G1 and G2? Use metric to find out if there is any gender bias in appointments to higher grades.

d) Number of employees who have joined the company each year **AND** Number of employees who have taken sick leave for more than 10 days?

e) Using multiple linear regression find out the impact of salary, job satisfaction and employee engagement on performance ratings. Which of them has the most significant impact on performance?

f) Create a report for each employee which shows the following details of the employee

    Name
    Department
    Date of joining
    Monthly compensation
    Percentile salary
    Performance score

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