35632

Reg. No. | | | | | | | | |

VI Semester B.B.A. Degree Examination, August/September - 2023

MANAGEMENT

HR Analytics

(CBCS Schem 2019-20 F+R)

Paper : 6.6

Time : 3 Hours **Maximum Marks : 70**

Instructions to Candidates:

Answers should be written in English only.

SECTION - A

Answer any **Five** sub questions from the following. Each sub question carries **2** marks. **(5×2=10)**

1. a) What is meant by HR analytics?
b) What is data cleaning?
c) Expand LAMP.
d) Name any two open source software used for HR analytics.
e) What is precision?
f) What is classification modelling?
g) Expand EFA and CFA.

SECTION - B

Answer any **Three** questions from the following. Each question carries **5** marks. **(3×5=15)**

2. Explain the application of HR analytics.

3. From the following data compute the value of real earning per hour (y variable) using regression equation. Y = a+b(X)+e.
Intercept value = 70.91
Beta coefficient (B) = 0.27.

Observations	**Output per hour (X)**
1	200
2	300
3	180
4	150
5	120

[P.T.O.

4. Explain the diffference between Z-Test and T-test.

5. Discuss the advantages of using Excel for descriptive analytics in HR.

SECTION - C

Answer any **Three** questions from the following. Each questions carries **15** marks. **(3×15=45)**

6. Explain the LAMP frame work with a neat diagram.

7. Explain HCM : 21 and its drivers in details.

8. Explain the psychometric techniques in Recruitment.

9. From the following information. Interpret the results of One way ANOVA.

Summary :

Groups	Count	Sum	Average	Variance
Group A - 0 mg	9	2380	264.44	827.77
Group B - 50 mg	9	2170	241.11	511.11
Group C - 100 mg	9	1880	208.88	411.11

ANOVA :

Source of variation	SS	df	MS	F	P-Value	F-crit
Between Groups	14007.41	2	7003.70	12.006	0.000	3.402
Within Groups	14000	24	583.33			
Total	28007.41	26				