NAVRACHANA UNIVERSITY
a UGC recognized University

School: School of Business and Law
Program/s: MBA
Year: 2nd **Semester:** IV
Examination: End Semester Examination
Examination year: May 2023

Course Code: HR401 **Course Name:** HR Analytics
Date: 22/05/2023
Time: 10:00 AM to 12:00 PM

Total Marks: 20
Total Pages: 1

Instructions:

→ *Write each answer on a new page.*
→ *Use of a calculator is permitted/not permitted*
→ *Any other relevant instructions if any*

Q. No.	Details	Marks	COs'	BTL"
Q.1	How HR request to management has changed from Traditional to current and from current to future in terms of Recruitment, Rewards, Attrition, Learning & development and Succession Planning. **OR** Explain the steps for alignment of HR analytics with business goals and strategies.	5	CO1 CO2	BT1, BT2
Q.2	Define the following terms: 1. Employee gamification 2. HR analytics V/S People Analytics 3. HRIS 4. Data visualization 5. HR Scorecard	5	CO1, CO2, CO3,	BT1, BT3,
Q.3	Write a short note: (Attempt any two) 1. LAMP Model of HR analytics 2. Trends of HR analytics 3. Process Analytics V/S Integrated analytics	5	CO3, CO4	BT3, BT4
Q.4	What do you mean by HR Metrics? Explain any five Recruitment metrics in detail. **OR** What do you mean by Gamification? What are the ways to deploy gamification in the workplace? Explain the Impact of gamification on employee engagement	5	CO3 CO4 CO5	BT2, BT5, BT6

************End of Question Paper************