

Code No: MB193A3 /19

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY GURAJADA VIZIANAGARAM

MBA III Semester Regular/Supplementary Examinations, November-2025

Human Resource Metrics and Analytics (HR)

Time: 3 Hours

Max. Marks: 75

Answer any FIVE Questions One Question From Each Unit
Question No.11 is Compulsory

UNIT-I

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| 1. | a | Define HR Metrics and explain its objectives. | 6M |
| | b | Analyze the various approaches for designing HR Metrics. | 6M |

OR

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| 2. | a | Explain how HR Metrics are used in business organizations? | 6M |
| | b | Illustrate the alignment of HR Metrics with business strategies and goals. | 6M |

UNIT-II

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| 3. | a | State the levels of HR Metrics measures. | 6M |
| | b | Evaluate the process of Training and Development metrics with suitable examples. | 6M |

OR

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| 4. | a | Determine the HR value impact measures in detail. | 6M |
| | b | Write a note on the recruitment metrics. | 6M |

UNIT-III

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| 5. | a | What is an HR Analytics Dashboard, and why is it important in modern organizations? | 6M |
| | b | What do you understand about HRIS, and explain its data sources? | 6M |

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| 6. | a | Write a note on HR analytics and its importance. | 6M |
| | b | Explain how an HR Analytics Dashboard can support retention strategies in an organization. | 6M |

UNIT-IV

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| 7. | a | Explain the difference between equality, diversity, and inclusion | 6M |
| | b | Discuss how recruitment and selection analytics can be used to predict both performance | 6M |

OR

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| 8. | a | Describe the challenges for the workforce segmentation. | 6M |
| | b | Illustrate how an organization can use analytics to predict employee performance. | 6M |

UNIT-V

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| 9. | a | Explain the monitoring of the impact of HR interventions | 6M |
| | b | Illustrate the formulative evidence-based HR practices. | 6M |

OR

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| 10. | a | Evaluate the stress levels and value change among employees as part of its HR analytics practice? | 6M |
| | b | Write a note on the mediation process and how it is fit for interaction analysis. | 6M |

CASE STUDY

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| 11 | Meddevco is a large multinational medical device company with 33,000 employees in 120 countries. Operating in a fast-paced and highly regulated industry, most of its revenue and workforce are tied to new products that are two years old or less. The company utilizes PeopleSoft (Oracle) as its global HRIS for recruitment, performance management, and talent management, adhering to a “no customization unless legally | 15M |
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