



# LOYOLA COLLEGE (AUTONOMOUS) CHENNAI – 600 034

**M.A. DEGREE EXAMINATION – SOCIAL WORK**

**FOURTH SEMESTER – APRIL 2025**

**PSW4MC04 – HUMAN RESOURCE ANALYTICS**



Date: 23-04-2025

Dept. No.

Max. : 100 Marks

Time: 01:00 PM - 04:00 PM

## SECTION A – K1 (CO1)

	<b>Answer ALL the questions</b>	<b>(5 x 1 = 5)</b>
<b>1</b>	<b>Answer the following.</b>	
a)	Define Human Resource Analytics.	
b)	How do you calculate absenteeism rate in an organization?	
c)	What do you mean by 'Time to fill'?	
d)	What do you mean by data?	
e)	Mention any two elements of HR scorecard.	

## SECTION A – K2 (CO1)

	<b>Answer ALL the questions</b>	<b>(5 x 1 = 5)</b>
<b>2</b>	<b>Answer the following.</b>	
a)	Expand HRBP and SHRM.	
b)	Define Process optimization.	
c)	Mention any two stakeholders in business.	
d)	Write any two applications of HR analytics.	
e)	What do you mean by an agile HR?	

## SECTION B – K3 (CO2)

	<b>Answer any THREE of the following in 100 words each.</b>	<b>(3 x 10 = 30)</b>
<b>3</b>	Highlight different stages in the Maturity model of Analytics.	
<b>4</b>	Interpret the LAMP framework in HR analytics with suitable examples.	
<b>5</b>	Identify the qualities of a Human Resource Business Partner.	
<b>6</b>	Bring out the application of HR Analytics in Business.	
<b>7</b>	Suggest measures to reduce turnover in an organization. Highlight the importance of employee retention strategies in workforce planning.	

## SECTION C – K4 (CO3)

	<b>Answer any TWO of the following in 200 words each.</b>	<b>(2 x 12.5 = 25)</b>
<b>8</b>	“Artificial Intelligence and Technological advancements are the hall mark of the futuristic business”. Critically comment the above statement.	
<b>9</b>	Highlight the relevance of Human Capital Management framework with examples.	
<b>10</b>	Discuss the importance and benefits of Process Optimization in HR. Highlight the process of optimization methods.	
<b>11</b>	Examine how Employee Satisfaction Analytics contributes to the well-being of employees. Suggest some strategies for maintaining high levels of employee satisfaction at the workplace.	

**SECTION D – K5 (CO4)****Answer any ONE of the following in 500 words****(1 x 15 = 15)**

- 12 Illustrate a comprehensive understanding of HR Scorecard in the realm of HR Analytics with suitable examples.
- 13 Imagine, a well-established MNC in the manufacturing sector, is facing financial challenges due to changes in market dynamics and increased competition. To address these challenges, the company is considering a workforce downsizing strategy. The leadership team believes that reducing the workforce is a necessary step to ensure the organization's financial sustainability and future competitiveness.
- Questions:
1. Examine the ethical considerations associated with workforce downsizing. How can the MNC execute this process in a socially responsible manner, considering the welfare of both departing and remaining employees? ( 5 Marks)
  2. Formulate the practical recommendations for company based on your analysis. ( 5 Marks)
  3. As an HR, suggest what strategies you would adopt to reduce the uncertainty and maintain morale among employees. ( 5 Marks)

**SECTION E – K6 (CO5)****Answer any ONE of the following in 1000 words****(1 x 20 = 20)**

- 14 Compile the various HR metrics/ indicators with suitable examples.
- 15 From the Social Work perspective, derive a strategic plan to make the workplace more diverse and inclusive.

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