Subject	MIS & HR Analytics		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	1	Date	04.01.2020

Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.

Q1) 20 Marks (Compulsory)

An Indian FMCG company (XYZ Ltd.) has 4 zones, 28 distribution centers, 100 premium products and 1000 employees distributed almost equally among 4 zones.

A) Mention the IT architecture , hardware, software requirements to establish the MIS in the XYZ Ltd. company.

B) As a HR manager prepare a MIS dashboard which to be reviewed by the senior management monthly to track the strategic objectives of the XYZ Ltd.

Attempt Any FOUR from the Remaining SIX Questions

Q2) *Any two from (a) or (b) or (c) ——————— (5x2) = 10 Marks*
a) Explain What is Business Analytics and how it helps the Organisations
b) Explain the applications of Business Analytics in different functions in an Organization
c) Narrate the types of Business Analytics with examples

Q3) *10 Marks*
Prepare a Descriptive Statistics Dashboard of a HR function, with necessary elements which describes the organization's Human Resource status. (you can chose any Industry and make necessary assumptions as applicable)

Q4) *10 Marks*
Select any 4 HR functions, identify 3 metrics and KPIs in each function explain the numerical equation to calculate the KPI and explain its significance.

Q5) *10 Marks*
Explain the technique of Data mining , what are the major categories and mention relevant examples in HR function.

Q6) *10 Marks*
As a HR manager, explain how do you handle attrition issue analytically.

Q7) *Any two from (a) or (b) or (c) ——————— (5x2) = 10 Marks*
a) Prepare a detailed Recruitment Process Flow
b) Explain Recruitment Funnel with examples and what is its significance
c) Explain Employee Life Time Value pictorially.