

**K. J. SOMAIYA INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH**  
**Vidyavihar, Mumbai- 400077**

**PGDM / MMS (HR) 2016-18**  
*(Trimester: V, Supplementary Exam paper, Subject: Talent Analytics)*

**Maximum Marks: 25**

**Duration: 2 hours**

**Date : 09/01/2018**

**Question Set I:**

**Please answer any 5 of the following questions. All questions carry equal marks.**

**15 Marks**

1. Discuss the importance of HR Analytics in the context of Talent Management with an example.
2. Write a note on the future skill sets and knowledge required of HR Managers, especially in the context of HR Analytics.
3. What is HR value proposition? How does HR Analytics contribute to HR value proposition?
4. Explain how HR Analytics helps you to make sustainable HR decisions?
5. Discuss HR metrics with any 2 strategic HR metrics commonly used in organizations.
6. Explain how would you analyze Attrition rate using HR Analytics for HR decision?
7. Compare and contrast between Descriptive Analytics and Predictive Analytics.

**Question Set II:**

**Write short notes (Any Two)**

**10 marks**

- a) Data Visualization
- b) HR Analytics using Big Data
- c) Predictive Analytics

-----End of Paper-----