**JAIPURIA INSTITUTE OF MANAGEMENT, INDORE**

**PGDM**

**FIFTH TRIMESTER (Batch 2020-22)**

**END TERM (IMPROVEMENT) EXAMINATION, MARCH 2022**

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| Course Name | **Human Resources Analytics**  | Course Code | **HR 502** |
| Max. Time | **2 hours** | Max. Marks | **40** |

**INSTRUCTIONS: All questions are compulsory.** Please read the questions carefully before answering. Data-sets are provided for all questions as separate files. You need to do the analyses using appropriate tools/software, save them in a folder or file with your name and enrollment number (*example: ayushi\_JI/2020-22/0024*) and write the inferences in the hard copy answer sheet provided to you.

**Question.1** A word file is being shared with you on employee feedback as shared by ex-employees on Glassdoor. Please prepare a *Wordcloud* and analyse the output. **(6 Marks)**

**Question.2** Please find attached an employee data set containing employee details (as a separate Excel file). You are an Executive HR for this company and your manager has asked you to perform the following two tasks.

1. Does the variable “Absent hours” has any relation with any other variable? If yes, please show through data analysis and write your inferences in the answer sheet.
2. Help draw certain inferences for the HR department from this data set.

You will need to use correlation/regression method and Ms-Excel for the above mentioned tasks.  **(6+6=12 Marks)**

**Question.3** An employee data set has been provided to you (in the Excel File named as MPP dataset). Please analyse the data and predict manpower requirements to handle 975 Manufacturing vertical projects, 678 Finance and Banking vertical projects and 897 Pharma vertical projects.  **(10 Marks)**

**Question.4** A data set of 10000 employees of an MNC is being provided along-with some questions (named as 10000 employees).Select any random 20 employees from the dataset and all of their details.

***Task a.*** Do a forecast/trend analysis for *Age versus weight* and *years worked in the company versus Last salary hike%* for these chosen 20 employees.

***Task b.*** Is there any other set of variables where you can use trend analysis or do a forecast? If yes, please do it and explain your answer. **(6+6=12 Marks)**

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