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| **C:\Users\ADMIN\Desktop\j.png** | **JAIPURIA INSTITUE OF MANAGEMENT, INDORE**  Post Graduate Diploma in Management |
| **Course Title: HR Analytics, (Course Code: 40326)**  **End-Term Improvement Examination, Term - V (Batch 2021-23)(March 2023)** | |
| **Time Duration : 2 Hours Total Marks: 40** | |

***General Instructions*:**

1. *The HRA ET Exam needs IT lab systems (or laptops) for each exam taker. We have shared datasets for the relevant ET questions.*
2. *An answer sheet is being provided, in addition to submissions in a pen drive. Marks against each question is indicated to its right.*
3. *Answer all the questions of a ‘Section/Question’ at one place in continuation.*
4. *Do not write on the question paper except your roll number.*
5. *You can use Power BI, Ms-Excel, and/or Rapid miner for analysis.*

**SECTION - A**

**Q1. A Short Case**: People analytics helped E. ON tackle employee absence. Absenteeism in this German 43,000 + people energy company had risen above benchmark. The analytics team formulated 55 hypotheses, tested 21 of them and validated 11. One of the findings written in the report was that selling back untaken holiday did not increase absenteeism. What did increase absence was a lack of a long holiday somewhere during the year, or not taking a day or two once in a while during the year. This insight was communicated to managers to improve holiday approval policies**. (12 Marks)**

(*Adapted from: https://www.aihr.com/resources/AIHR\_HR\_.......\_Study\_.....n.pdf)*

**Your tasks**: Based on the class discussions and exercises, please **illustrate** at least four such other areas where predictive analytics can be used by HR department to achieve business goals.

**Q2.** Using the dataset ***HR Case Study - ET***, please complete the following tasks-

1. **Analys**e the average distance travelled for all the three work locations.
2. The organization is claiming that there is no discrimination based on gender in terms of average salary; **analys**e this fact using appropriate visuals.
3. **Discuss** if there is any impact on average tenure in the organisation and average salary.

**(4+4+4=12 Marks)**

**SECTION - B**

**Q3. A Situation**: We have dataset of 875 employees, their names, genders (if disclosed), salary, location, rating, age and tenure in the company. We also note how far they live from their workplace. The dataset is named - ***HR Case Study – ET.***

*(Adapted from:* [*https://www.k.....le.com/....ets/....as/*](https://www.k.....le.com/....ets/....as/)*......)*

**Your task** is to review the dataset, and **ask** at least three meaningful questions, and use appropriate tools of predictive analytics to get probable/indicative **solution**s to those questions. **(8+8=16 Marks)**

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