

Enroll No

K.E.Society's  
**Rajarambapu Institute of Technology, Rajaramnagar**  
 (An Empowered Autonomous Institute, affiliated to SUK)  
**Unit Test -I ( 2025-26)**  
**S.Y. MBA SEM III**  
**MGB2034 : HR Analytics**

Q.P. Code
UT 2976

Day & Date: Tuesday 12/08/2025  
 Time: 1:00 To 2:00

Max Marks- 25

- Instructions:** 1) All questions are compulsory. Q. 1 A (i or ii), Q. 1 B is compulsory.
- 2) Figures in rounded ( ) brackets within the question, indicate the scheme of marking for respective part of the question, whereas, figures in the first right column indicate total marks for that whole question.
- 3) CO is the index number of the Course Outcome statement.
- 4) The Bloom's taxonomy level (BL) for 1,2,3,4,5 and 6 is remember, understand, apply, analyze, evaluate and create respectively.
- 5) Assume suitable data if necessary.
- 6) Use of non-programmable calculators is allowed

Answer the questions. (Any one)

			Marks	BT Level	COs
Q.1	A i	Explain how the evolution of HR analytics has changed decision-making in organizations.	8	B2	CO1
	ii	Summarize the key components of the HCM: 21 Framework.	8	B2	
	B	Interpret why predictive analytics is considered a future-oriented approach in HR.	7	B2	
Q.2	A	A company spent ₹7,09,000 in a year on recruitment costs (publicity, consultancy charges, recruiting panel charges). The company hired 37 employees in that year. Calculate the Cost per Hire.	5	B4	CO3
	B	A company posts a job vacancy on April 1 <sup>st</sup> and hires a candidate on April 31 <sup>st</sup> . Calculate the Time to fill in days.	5	B4	

