



JULIUS NYERERE SCHOOL OF SOCIAL SCIENCES

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

MASTER OF SCIENCE DEGREE IN HUMAN RESOURCE MANAGEMENT

LEVEL 1 SEMESTER 2

EXAMINATION QUESTION PAPER

MODULE CODE HRMM 524

MODULE NARRATION HUMAN RESOURCE ANALYTICS

DATE

DURATION 3 HOURS

INSTRUCTIONS TO CANDIDATES:

Answer all questions in section A and any two questions in section B.

Section A carries 40 marks and each question in section B carries 30 marks.

Questions may be answered in any order.

REQUIREMENTS

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135, MA
ZABWE
12660

calculator

SECTION A

- 1a. If your goal is to lead the market by 20%, when the market rate is US\$500, calculate your range midpoint **[5 marks]**
- bi. What is the salary range for a job grade whose minimum entry point salary is \$350 000 and the maximum is \$500,000 **[2 marks]**
- bii. Calculate the range spread for the job grade in (bi) above and give a comment to the value you get **[15marks]**
- c. Examine the utility of any three data sources for Human Resource Analytics **[18marks]**

SECTION B

1. Examine the applicability of the human capital bridge framework of human resource analytics in contemporary organisations
2. With reference to any metrics of your choice, discuss the utility of internal and external benchmarking of standards.
3. Assuming you have been tasked with carrying out a headcount analysis for a construction company, justify the considerations you would make in doing the exercise.
4. Discuss the utility of any **three** training metrics in HR

END OF EXAMINATION