



JULIUS NYERERE SCHOOL OF SOCIAL SCIENCES

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT **BACHELOR OF SCIENCE HONOURS DEGREE IN HUMAN** **RESOURCE MANAGEMENT**

LEVEL 4 SEMESTER 1

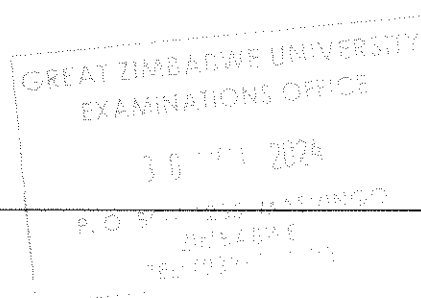
EXAMINATION QUESTION PAPER

MODULE CODE **HRMH 413**

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.

SECTION A

1. Analyse the compa- ratio under the following subheadings :

- i. its significance
- ii. its computation

[15 marks]

ii. Comment on the following employees' compa- ratios if the market rate is 100%:

- a. Employee A- 80%
- b. Employee B- 100%
- c. Employee C- 150%

[10 marks]

iii. How would you deal with each of the employees above? **[15 marks]**

SECTION B

1. Analyse the offer acceptance rate under the following subheadings:

- a. how it is computed
- b. its significance in organisations
- c. explain any **two** complementary metrics that can be used alongside it.

2. Examine the reasons why most companies are failing to adopt HR analytics.

3. Discuss the utility of any **three** training metrics in HR.

4. Discuss how HR Analytics evolved to its present state

END OF EXAMINATION