



NATIONAL INSTITUTE OF TECHNOLOGY CALICUT
School of Management Studies

Monsoon Semester 2021
MBA – Semester 3
End Term Examination

MS7156D Human Resources Analytics

Duration: 2 hours

Maximum Marks: 25

1. Read the following caselet and answer the question **[10 marks]**

RJ Recruitment

City FM is looking for RJs. In order to streamline their selection process, the management team of City FM has decided to look up on the existing RJs' performance. They were specifically interested to know what they should look for in a good RJ. From discussion among the managers they identified that GK, Communication, Logical Ability and Accent are the variables which determines the performance of RJ. In order to statistically verify this, they collected data for the last three years along with the performance rating. All data collected on a scale of 1 to 5, 5 being highest.

Question:

Analyze the dataset "RJ.csv" and identify what the interviewers should be looking for in RJs so that they select good performing candidates. Create a one-page advertisement for RJ recruitment based on your finding. Explain the rationale behind the advertisement.

2. Read the following caselet and answer the question **[15 marks]**

Flight Mode

Background

Dcode is a spin off from an IT major initially created to handle the accounts of its cargo business. Dcode has grown and now registered as a separate legal entity which provides IT solutions to cargo supply chain processes. The clients of Dcode is spread across the globe. The requirements of the clients are gathered by business analysts (BA) of Dcode. These business analysts often travel to client location to directly interact with the clients, perform a system study and to collect the detailed requirements based on which software needs to be developed. The business analysts are hence offered onsite opportunity, mostly in USA, Europe and APAC region.

Onsite Travel

Dcode is very conscious in preserving its brand image and they select the business analysts for onsite travel carefully who would live up to this image. Due to various reasons the onsite opportunity is sought after by the business analysts. However, the

business analysts are carefully chosen who satisfy a set of criteria to be deputed at client location. The delivery head of Dcode has asked for a report from the HR department seeking the conditions and characteristics of choosing the business analyst for onsite travel.

Decision Scenario

The HR department has collected information from various databases with the employee id as the primary key, and built a dataset. This includes the demographic information and performance details of the business analysts. You being part of the HR team has been assigned the responsibility to identify what it takes a business analysts eligible to be selected for an onsite travel.

Question:

Analyze the dataset “Flight Mode.csv” and prepare a slide based presentation (not exceeding 10 slides) explaining your finding.

Dataset

The complied dataset “Flight Mode.csv” given to you has the following details:

BAID: The unique identification number of the BA

Gender: The gender of the BA

Performance Rating: The previous year rating of the BA on a scale of 1-5, 5 being highest

Business Knowledge: BA’s level of understanding of the business, as stated by the immediate supervisor on a scale of 1-5, 5 being highest

Analytical Ability: BA’s level of analytical ability, as stated by the immediate supervisor on a scale of 1-5, 5 being highest

Communication: BA’s ability to communicate orally as well as written, as stated by the immediate supervisor on a scale of 1-5, 5 being highest

Presentation: BA’s ability to present the ideas on a clear and concise manner, as stated by the immediate supervisor on a scale of 1-5, 5 being highest

Documentation: BA’s ability to document the observations, as stated by the immediate supervisor on a scale of 1-5, 5 being highest

Demeanour: BA’s general attitude, conduct and personality, as stated by the immediate supervisor on a scale of 1-5, 5 being highest

Skill Level: The skill level of the BA (scale of Beginner, Intermediate, Competent, Expert)

Travelled Before: Whether the BA has travelled to an overseas client location in the last one year or not

Onsite: Whether the particular BA was selected for an onsite assignment or not

Note: Upload both the answers as pdf (either as a single merged file or two separate files)

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