



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS.

DEPARTMENT OF ACCOUNTING, FINANCE AND HUMAN CAPITAL
MANAGEMENT

EXAMINATION PAPER

COURSE CODE : CHR 412
COURSE TITLE : HUMAN RESOURCES ANALYTICS
DURATION : 3 HOURS
DATE :
SPECIAL REQUIREMENTS : 11.2 OCT 2023

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Answer **QUESTION ONE (1)** and any other **THREE (3)** questions.
3. Begin each question on a new page.
4. The number of marks for each question or part question is shown in brackets []

SECTION A - COMPULSORY

QUESTION 1

Define HR Analytics and its purpose to the entire Human Resource Management field?

(25 marks)

SECTION B – ANSWER THREE QUESTIONS

QUESTION 1

HR departments have been struggling for decades to drive valuable insights from the piles of data they were sitting on hence making HR loose its valuable seat in the boardroom. In which ways can this statement is key in the establishment of the value of HRA to any company of your choice. (25 marks).

QUESTION 2

Using HR Analytics substantially can reduce the risk of making wrong decision and can improve the quality and process of critical HR decisions. Identify such decisions and how do they contribute to any company success. (25 marks)

QUESTION 3

Describe in detail key useful HR analytics tools. (25 marks).

QUESTION 4

Explain in detail what Google meant by “*Oxygen 10 behaviours of great managers*” (25 marks).

QUESTION 5

What are the data points for HR Analytics (25 marks).

END OF EXAMINATION QUESTION PAPER