



# MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF AGRIBUSINESS AND APPLIED SOCIAL SCIENCES

HUMAN RESOURCE MANAGEMENT DEPARTMENT

HUMAN RESOURCE ANALYTICS

CODE: SSHR414

SESSIONAL EXAMINATIONS

DECEMBER 2023

DURATION: 3 HOURS

EXAMINER: MR A. MUTUMWA

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## INSTRUCTIONS & INFORMATION

- 1. This paper contains 2 sections with 6 Questions.*
  - 2. Section A is compulsory.*
  - 3. Answer ANY **three** other questions from section B.*
  - 4. Total marks 100.*
  - 5. You are reminded of the need for good English and clear presentation in your answers.*
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## SECTION A

1. Briefly explain the following terms as they apply in Human Resource Analytics;
  - a) Predictive Analytics (5 marks)
  - b) Prescriptive Analytics (5 marks)
  - c) Descriptive Analytics (5 marks)
  - d) Big Data (5 marks)
  - e) Metrics (5 marks)

## SECTION B

2. Examine any **four** barriers that could hinder the adoption of Human Resource Analytics metrics in Zimbabwean organizations. (25 marks)
3. Using relevant examples, examine the LAMP model by Boudreau and Ramstad (2004). (25 marks)
4. a) Analyze the **offer acceptance rate** under the following;
  - i) Its computation (4 marks)
  - ii) Its significance in organizations (5 marks)
  - iii) Its meaning in relation to both internal and external benchmarks (6 marks)b) Explain any **two** complementary metrics which can be used alongside the offer acceptance rate. (10 marks)
5. Examine the utility of any **three** retention metrics in HR. (25 marks)
6. Discuss any **four** reasons for the adoption of HR Analytics in contemporary organisations. (25 marks)

**END OF EXAMINATION**