



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

**BACHELOR OF COMMERCE HONOURS DEGREE IN HUMAN
RESOURCES, INDUSTRIAL & LABOUR RELATIONS**

HUMAN RESOURCE ANALYTICS

HHRM 429

PART 4 SEMESTER 2

Total Marks [100]

DATE: OCTOBER 2024

Time: 3 Hours

INSTRUCTIONS

1. This paper has *six (6)* questions
2. Answer question *one (1)* and *any* other *three (3)*
3. Each question carries *25 marks*
4. Start each question on a new page

1. Discuss the concept of human resource analytics, highlighting how it may assist organizations in human resources decision-making. [25]
2. Analyze any two human resources models related to human resource analytics. [25]
3. Examine the 4 employee engagement analytics and highlight how they contribute to organizational performance. [25]
4. Citing practical examples, validate the assertion that “human resource analytics has a major influence on decision making in organizations”. [25]
5. Discuss the 5 types of human resource analytics you are familiar with. [25]
6. Discuss any 5 factors to consider when choosing the best human resource analytics software for your organization. [25]

END OF PAPER