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**G. VENKATASWAMY NAIDU COLLEGE (AUTONOMOUS), KOVILPATTI – 628 502.****PG DEGREE END SEMESTER EXAMINATIONS - APRIL 2025.**

(For those admitted in June 2023 and later)

**PROGRAMME AND BRANCH: M.COM.**

| SEM | CATEGORY   | COMPONENT | COURSE CODE | COURSE TITLE            |
|-----|------------|-----------|-------------|-------------------------|
| IV  | PART - III | CORE - 12 | P23CO412    | HUMAN RESOURCE ANALYSIS |

**Date & Session : 26.04.2025/FN****Time : 3 hours****Maximum: 75 Marks**

| Course Outcome | Bloom's K-level | Q. No. | <b>SECTION – A (10 X 1 = 10 Marks)</b><br><b>Answer <u>ALL</u> Questions.</b>  |
|----------------|-----------------|--------|--|
| CO1            | K1              | 1.     | Which of the following is not a type of HR analytics?<br>a) descriptive analytics                      b) predictive analytics<br>c) prescriptive analytics                      d) comparative analytics                      |
| CO1            | K2              | 2.     | One of the primary challenges in HR Analytics is:<br>a) lack of frameworks<br>b) limited availability of hr data<br>c) employee resistance to hr initiatives<br>d) overabundance of skilled hr analysts                        |
| CO2            | K1              | 3.     | Data reliability in HR refers to:<br>a) the consistency of data over time<br>b) the relevance of data to decision-making<br>c) the usability of the data visualization tools<br>d) the availability of data collection methods |
| CO2            | K2              | 4.     | Which tool is commonly used for statistical modelling in HR research?<br>a) Excel                      b) SPSS                      c) Tableau                      d) Power Point   |
| CO3            | K1              | 5.     | HR metrics are primarily used to:<br>a) develop financial forecasts                      b) evaluate hr performance<br>c) conduct market analysis                      d) enhance team-building activities                     |
| CO3            | K2              | 6.     | The HR scorecard is designed to measure:<br>a) employee satisfaction levels<br>b) hr's contribution to organizational goals<br>c) recruitment efficiency<br>d) training program outcomes                                       |
| CO4            | K1              | 7.     | The process of converting raw data into meaningful HR information is called:<br>a) data visualization                      b) data transformation<br>c) data analysis                      d) data reporting                   |
| CO4            | K2              | 8.     | Big data is particularly useful in HR because it:<br>a) focuses on employee surveys<br>b) provides large-scale predictive insights<br>c) simplifies manual data entry<br>d) eliminates the need for hr metrics                 |
| CO5            | K1              | 9.     | Predictive analytics in HR is mainly used to:<br>a) forecast future workforce trends<br>b) visualize historical data<br>c) conduct employee satisfaction surveys<br>d) design hr scorecards                                    |

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| CO5                   | K2                     | 10.           | Which of the following is a common tool for predictive HR analytics?<br>a) python                      b) excel                      c) word                      d) notepad |
| <b>Course Outcome</b> | <b>Bloom's K-level</b> | <b>Q. No.</b> | <b><u>SECTION – B (5 X 5 = 25 Marks)</u></b><br><b>Answer <u>ALL</u> Questions choosing either (a) or (b)</b>  |
| CO1                   | K2                     | 11a.          | Articulate for importance of HR Analytics in modern organizations.<br><b>(OR)</b>  |
| CO1                   | K2                     | 11b.          | Summarize the challenges faced in implementing HR Analytics.   |
| CO2                   | K2                     | 12a.          | Identify the role of data validity and reliability in HR Analytics.<br><b>(OR)</b>   |
| CO2                   | K2                     | 12b.          | Show the concept of data-driven decision-making in HR.   |
| CO3                   | K3                     | 13a.          | Express the key principles for designing HR metrics.<br><b>(OR)</b>  |
| CO3                   | K3                     | 13b.          | Discuss the significance of HR dashboards in analytics.  |
| CO4                   | K3                     | 14a.          | Compute the importance of data quality in HR Analytics.<br><b>(OR)</b>   |
| CO4                   | K3                     | 14b.          | Measure the role of data visualization in HR reporting.  |
| CO5                   | K4                     | 15a.          | Visualize the different phases of HR predictive modelling.<br><b>(OR)</b>  |
| CO5                   | K4                     | 15b.          | Discover the tools commonly used for predictive analytics in HR.   |

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| <b>Course Outcome</b> | <b>Bloom's K-level</b> | <b>Q. No</b> | <b><u>SECTION – C (5 X 8 = 40 Marks)</u></b><br><b>Answer <u>ALL</u> Questions choosing either (a) or (b)</b>  |
| CO1                   | K4                     | 16a.         | Elaborate on the evolution of HR Analytics and its benefits for organizational decision-making.<br><b>(OR)</b> |
| CO1                   | K4                     | 16b.         | Construct the HR Analytics framework and its components in detail.   |
| CO2                   | K5                     | 17a.         | Discover the importance of statistical modelling in HR research with examples.<br><b>(OR)</b>                  |
| CO2                   | K5                     | 17b.         | Explain 'How business processes influence HR Analytics.  |
| CO3                   | K5                     | 18a.         | Evolution and importance of HR metrics in strategic decision-making.<br><b>(OR)</b>                            |
| CO3                   | K5                     | 18b.         | Differentiate between the types of HR metrics with suitable examples.  |
| CO4                   | K5                     | 19a.         | Measure the process of data collection and transformation for HR Analytics.<br><b>(OR)</b>                     |
| CO4                   | K5                     | 19b.         | Predict the concept of big data and its applications in Human Resources.                                       |
| CO5                   | K6                     | 20a.         | Simulate on the steps involved in implementing predictive analytics in HR.<br><b>(OR)</b>                      |
| CO5                   | K6                     | 20b.         | Discuss the role of predictive analytics in improving organizational performance with examples.                |