**(FOR THE CANDIDATES ADMITTED**

**DURING THE ACADEMIC YEAR 2022 ONLY)**          REG.NO. :

22P1B415

## N.G.M.COLLEGE (AUTONOMOUS) : POLLACHI
## END-OF-SEMESTER EXAMINATIONS : MAY 2024

**M.COM IB(SF)**                                    **MAXIMUM MARKS: 50**

**SEMESTER:- IV**                                   **TIME : 3 HOURS**

# 22PIB415-HUMAN RESOURCE ANALTICS
### SECTION – A          (10 X 1 = 10 MARKS)
**ANSWER THE FOLLOWING QUESTIONS.    (K1)**

1. The primary objective of Human Resource Planning?

 a) Employee Satisfaction          b) Profit Maximization

 c) Workforce Optimization     d) Cost Reduction

2. International Staff Training and Development involves_____

 a) Enhancing domestic workforce skills     b) Training for global job roles

 c) Local training methods only          d) Staff development within borders

3. The significance of HR Analytics is _____

 a) Cost reduction               b) Data-driven decision making

 c) Traditional HR practices     d) Employee satisfaction

4. The purpose of Performance Appraisal is _____

 a) Employee punishment        b) Employee motivation and development

 c) Salary deductions           d) Job termination

5. An example of an HR Metric is_____

 a) Employee satisfaction rate       b) Office furniture cost

 c) Company revenue               d) CEO's salary

**ANSWER THE FOLLOWING IN ONE (OR) TWO SENTENCES          (K2)**

6. Define Human Resource Planning in one sentence.

7. Mention any one expatriate training method.

8. What is HR Analytics? why is it important?

9. Explain any one challenge in Data-Driven Decision Making in HR.

10. Briefly describe the Historical Evolution of HR Metrics.

### SECTION – B          (5 X 3 = 15 MARKS)
**ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS.  (K3)**

11. a) Explain the importance of Recruitment.

 (OR)

 b) Discuss the issues in Staff Selection.

12.     a) Describe the process of International Performance Appraisal.

(OR)

b) Discuss the factors affecting Performance Appraisal.

13.     a) Discuss the types of HR Analytics.

(OR)

b) Explain the importance of Data Validity in HR Research.

14.     a) Describe the use of Statistics in HR Research.

(OR)

b) Explain the design principles of HR Metrics.

15.     a) Analyse the use of HR Scorecard in Human Resource Analytics?

(OR)

b) Assess the significance of HR Dashboards.

## SECTION – C       (5 X 5 = 25 MARKS)
## ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS.(K4 (Or) K5)

16.     a) Describe the differences between Personnel Management and HRM.
             (OR)
    b) Explain the objectives and process of Human Resource Planning.

17.     a) Evaluate the methods of Training for Operatives.
             (OR)
    b) Analyse the concept and evolution of HR Analytics.

18.     a) Examine Data-Driven Decision Making in HR.
             (OR)
    b) Discuss the types and challenges of HR Analytics.

19.     a) Elaborate the historical evolution of HR Metrics.
             (OR)
    b) Discuss the types of HR Metrics and their design principles.

20.     a) Explain the essentials for good performance appraisal..
             (OR)
    b) Evaluate the need for Data Validity and Reliability in HR Analytics.

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