(FOR THE CANDIDATES ADMITTED   **SUB CODE**   `23PIB415`

DURING THE ACADEMIC YEAR 2023   **ONLY)**   **REG.NO. :**

N.G.M.COLLEGE (AUTONOMOUS) : POLLACHI

END-OF-SEMESTER EXAMINATIONS: MAY 2025

M.COM (IB)SF   **MAXIMUM MARKS: 75**

SEMESTER - IV   **TIME : 3 HOURS**

23PIB415– HUMAN RESOURCE ANALYTICS

SECTION – A   **(10 X 1 = 10 MARKS)**

ANSWER THE FOLLOWING MULTIPLE CHOICE QUESTIONS. (K1)

1. Which of the following is most likely to be an issue in the staff selection process?

     a) Establishing clear recruitment objectives

     b) Ensuring diversity and inclusion in the candidate pool

     c) Establishing a clear, unbiased selection criterion

     d) Using outdated or irrelevant selection tools and criteria

2. The primary purpose of expatriate training is _____

     a) To enhance language skills

     b) To help employees adapt to new cultural environments and improve job performance abroad

     c) To teach technical skills specific to the job role

     d) To focus on the health and wellness of the expatriate employees

3. The HR Analytics is focused on understanding the effectiveness of HR policies and

    Programs of _____

     a) Descriptive Analytics b) Predictive Analytics c) Prescriptive Analytics d) Diagnostic Analytic

4. The key issue when working with data in HR Analytics is _____.

     a) Data over-abundanceb) Lack of knowledge in HR policies c) Data reliability and validity

     d) Too much standardization

5. The key feature of an HR Dashboard is _____

     a) It provides in-depth analysis of financial reports

     b) It presents HR data in a visually appealing and interactive format for quick decision-making

     c) It tracks daily attendance of employees

     d) It is used only for annual performance reviews

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

6. What is the significance of Human Resource Planning in aligning organizational strategy with workforce needs?

7. Extend the meaning of 360 degree feedback.

8. Explain the term 'Workforce Planning'.

9. What does "Sampling" mean in the context of HR research?

10. What is meant by the "HR Scorecard"?.

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SECTION – B **(5 X 5 = 25 MARKS)**

ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS. (K3)

11. a) Examine the importance of Human resource planning. **(OR)**

    b) Describe the internal sources of recruitment**.**

12. a) Describe the different methods of management development. **(OR)**

    b) Examine the essentials of good appraisal system.

13. a) Assess the various benefits of Human resource analytics. **(OR)**

    b) Analyse the challenges of HR analytics.

14. a) Assess the key features of Data Driven Decision making in HR (OR)

    b) Discuss the importance of data validity in HR analytics. What measures can HR professionals take to ensure the validity of data used in decision-making?

15. a) Examine the benefits of HR metrics. **(OR)**

    b) Assess the different types of HR Metrics with examples.

SECTION – C **(5 X 8 = 40 MARKS)**

ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS.(K4 (Or) K5)

16. a) Examine the various differences between Personnel management and the Human resource management.**(OR)**

    b) Analyse the various steps involved in the selection process.

17. a) Assess the various methods on the job training programmes. **(OR)**

    b) Discuss the methods of apprising the employees of an organisation.

18. a) Discuss the different types of HR Analytics and their applications in HR decision-making. **(OR)**

    b) Describe the HR Analytics Framework and Models. How do they support HR decision-making?

19. a) Describe the different HR research tools and techniques used for collecting and analyzing workforce data.**(OR)**

    b) Examine how statistics and statistical modeling can be applied in HR research to improve HR decision-making.

20. a) Analyse the historical evolution of HR metrics and its significance in modern HR practices **(OR)**

    b) Examine the design principles for HR metrics, and why are they important for effective HR management?

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Ethical paper