

- (c) None of these
- (d) Both A and B
- 1-d. _____ refers to keeping administrative employee records.(CO2) 1
- (a) HRIS
- (b) HRMS
- (c) HCM
- (d) HRM
- 1-e. An HR Dashboard is a visual display of _____. (CO3) 1
- (a) HR metrics
- (b) HR Development
- (c) Management goal
- (d) None of these
- 1-f. Identify the HR metrics, which determine the number of employees who are keen to come to work.(CO3) 1
- (a) Human Capital Risk
- (b) Employee engagement
- (c) Revenue per employee
- (d) Voluntary employee rate
- 1-g. Which sector has highest analytics size?(CO4) 1
- (a) Ecommerce
- (b) Marketing & advertisement
- (c) Finance & banking
- (d) Healthcare
- 1-h. The number of employees who left the company during a specified time period when divided by the total number of employees that were there at the start of the time period gives:-(CO4) 1
- (a) Employee Churn Rate
- (b) Employee Turnover Rate
- (c) Both 1 and 2
- (d) None of the above
- 1 The number of employees who left the company during a specified time period when divided by the total number of employees that were there at the start of the time period gives:(CO5) 1
- (a) Employee Churn Rate

(b) Employee Turnover Rate

(c) Both 1 & 2

(d) None of the above

- 1 Employee experience that are leading to voluntary attrition is referred as -(CO5) 1
- (a) Voluntary turnover rate
 - (b) Involuntary turnover rate
 - (c) None of these
 - (d) Both

2. Attempt all parts:-

- 2.a. Define data mining.(CO1) 2
- 2.b. Define Benchmarking.(CO2) 2
- 2.c. Define time to hire ratio.(CO3) 2
- 2.d. Explain the term workforce segmentation.(CO4) 2
- 2.e. Define the term assessment.(CO5) 2

SECTION B

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3. Answer any five of the following:-

- 3-a. Define HRIS. Explain how HRIS can help in HR decision-making.(CO1) 6
- 3-b. Identify the key challenges in HR analytics.(CO1) 6
- 3-c. Discuss the need of balanced scorecard with reference to the business impact in the organisation.(CO2) 6
- 3-d. Is there any difference between HRMS and HRIS? Support your answer with example.(CO2) 6
- 3.e. Differentiate between qualitative and quantitative data types with the help of suitable examples.(CO3) 6
- 3.f. Elaborate the sources of data for recruitment and selection analytics.(CO4) 6
- 3.g. Discuss setting an HR analytics unit as a change management process.(CO5) 6

SECTION C

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4. Answer any one of the following:-

- 4-a. Explain how HR research results can help in HR decision-making process. Give your answer with some examples.(CO1) 10
- 4-b. Write a short note explaining the concept of HR analytics. Discuss the probable outcomes of 10

HR analytics.(CO1)

5. Answer any one of the following:-

- 5-a. Highlight the recent trends in human resource management.(CO2) 10
- 5-b. Define benchmarking. Elaborate on the process of benchmarking with reference to an industry example.(CO2) 10

6. Answer any one of the following:-

- 6-a. Explain various concepts of HR data. How can we ensure the quality of HR data?(CO3) 10
- 6-b. State the barriers of HR analytics. Discuss the barriers/obstacles in collecting data.(CO3) 10

7. Answer any one of the following:-

- 7-a. Define training metrics. Explain the metrics used to evaluate the effectiveness of training process.(CO4) 10
- 7-b. Define employee turnover prediction with example. Identify the mechanism for the prediction.(CO4) 10

8. Answer any one of the following:-

- 8-a. Write a note on Big data and HR analytics emphasizing the recent developments.(CO5) 10
- 8-b. Define HR dashboard. Also explain the meaning and implication of data visualization.(CO5) 10