



QP CODE: 25022644



Reg No :

Name :

M.Com DEGREE (CSS) SPECIAL REAPPEARANCE EXAMINATION, APRIL 2025

Third Semester

MASTER OF COMMERCE & MANAGEMENT

ELECTIVE - CM910301 - HR ANALYTICS (FOR HUMAN RESOURCE MANAGEMENT)

2020 ADMISSION ONWARDS

5039AF AE

Time: 3 Hours

Weightage: 30

Part A (Short Answer Questions)

*Answer any **eight** questions.*

*Weight **1** each.*

1. What are the advantages of HR Analytics?
2. Which tools are used to measure HR controlling?
3. What are the characteristics of training?
4. Who is a strategic partner?
5. Write the steps for transforming HR data into HR information.
6. What are the process used for collection of quantitative data?
7. What is RCA ?
8. Define logistic regression.
9. What is casual comparative research?
10. Explain the term linear regression.

(8×1=8 weightage)

Part B (Short Essay/Problems)

*Answer any **six** questions.*

*Weight **2** each.*

11. Differentiate between HRM and HCM.
12. Write a short note on the emergence of business analytics.
13. Explain various phases of HR analytics.
14. State the history of HR Analytics.
15. Discuss the steps in collecting HR data.





16. Explain the application of big data in management.
17. Write differences between stata and SPSS.
18. Substantiate parametric and non parametric test in HR.

(6×2=12 weightage)

Part C (Essay Type Questions)

*Answer any **two** questions.*

Weight 5 each.

19. Describe different types of Business Analytics.
20. Explain structured, semi structured and unstructured data.
21. Briefly explain the steps for alignment of HR analytics with business goals.
22. Explain data and information in HR predictive analytics.

(2×5=10 weightage)

