



QP CODE: 25047671



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Reg No :

Name :

M.Com DEGREE (CSS) EXAMINATION, NOVEMBER 2025

Third Semester

Master of Commerce and Management

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

2020 ADMISSION ONWARDS

C841B7E2

Time: 3 Hours

Weightage: 30

Part A (Short Answer Questions)

*Answer any **eight** questions.*

Weight 1 each.

1. Write a short note on the significance and usage of Business Analytics.
2. What are the differences between HRM and HCM ?
3. What is descriptive analytics?
4. What is a cross functional team?
5. What are the different sources of data collection.
6. What are the steps taken to collect HR data.
7. What are the drawbacks of quantitative and qualitative data?
8. What do you mean by LAMP model?
9. Define correlational Research.
10. What is cluster Analysis?

(8×1=8 weightage)

Part B (Short Essay/Problems)

*Answer any **six** questions.*

Weight 2 each.

11. Explain HRP? Describe its characteristics.
12. Briefly explain the history of HR Analytics.
13. Explain the terms strategic partner, employee advocate and change champion.
14. Briefly write a note on transforming HR data into HR information.
15. Briefly discuss data visualisation.





16. Explain the difference between reactive and predictive decision making.
17. State the differences between stata and SPSS.
18. What is parametric and non parametric test in HR?

(6×2=12 weightage)

Part C (Essay Type Questions)

*Answer any **two** questions.*

Weight 5 each.

19. State the differences between career development, performance management and compensation designing.
20. State the significance of HR Analytics in an organisation.
21. What is big data? Explain its characteristics and applications.
22. Explain HR Research Tools & Techniques.

(2×5=10 weightage)

