



B.Com. VI Semester Degree Examination, Sept./Oct. - 2024

COMMERCE

DSE4 : Human Resource Analytics

(NEP)

Time : 2 Hours

Maximum Marks : 60

SECTION - A

1. Answer the following questions. Each question carries **one** mark. **10x1=10**
- (a) What is HR Analytics ?
 - (b) Expand HRIS.
 - (c) What are non-parametric tests ?
 - (d) What is training ?
 - (e) What is voluntary turnover ?
 - (f) What is HR dashboard ?
 - (g) What do you mean by balanced scorecard ?
 - (h) Expand LAMP.
 - (i) What is recruitment metrics ?
 - (j) What do you mean by Pivotal Talent Pools ?

SECTION - B

Answer **any four** of the following questions. Each question carries **five** marks.

4x5=20

- 2. Explain the role of HR managers.
- 3. Write about the significance of statistics in HR modelling.
- 4. What is datafication ?
- 5. Write about softwares that are used in HR analytics.
- 6. Explain sustainability in HR decisions.
- 7. What do you mean by HR predictive analysis ?



P.T.O.

SECTION - C

Answer **any three** of the following questions. Each question carries **ten** marks.

3x10=30

8. Explain the nature, scope and significance of HR analytics.
9. What is HR Scorecard ? Explain the balanced scorecard in detail with examples.
10. What are parametric and non-parametric tests ? Write the differences between them.
11. Explain the forecasting and measurement of HR value proposition.
12. Write about turnover analysis.

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