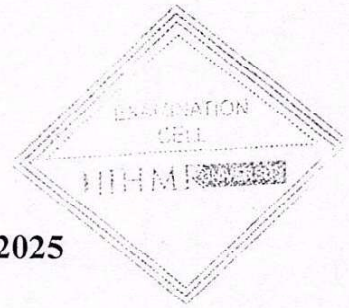


**Time - 3 Hour****Maximum Marks: 50 (Minimum Marks: 20)****Instructions to students:**

- This question paper contains 1 printed page.
- Don't write anything on the Question Paper except writing your Enrolment No.

Part A**(Maximum Marks: 5)****Q1. Fill in the blanks (1 mark each):**

- The first step in HR analytics involves collecting relevant _____ from various sources within the organization
- HR metrics are _____ measures used to track and assess the efficiency and effectiveness of human resource management practices within an organization.
- Data visualization in HR processes helps HR professionals and stakeholders quickly understand and interpret _____ data.
- _____ measures the linear relationship between two continuous variables and its value ranges from -1 to 1.
- The primary goal of HR analytics is to help organizations make _____ decisions about their workforce by providing actionable insights.

Part B**(Maximum Marks: 15)****Answer the following questions (5 marks each):**

- Q2. Explain the future of HR Analytics.
- Q3. What are the types of HR data?
- Q4. What are the four scales of measurement?

Part C**(Maximum Marks: 30)****Answer the following questions in detail (10 marks each):**

- Q5. Explain the four types of HR analytics in detail along with a diagram.
- Q6. How to Conduct HR Analytics? Explain the step-by-step process along with a flowchart
- Q7. Explain the transition from HRM to HCM. Also provide the definitions, advantages, and differences between them.