Part	sub/obj	Marks	Question	Answer Option 1	Answer Option 2	Answer Option 3	Answer Option 4	Correct Answer(A/B/C/D)	CO	Bloom's Taxonomy Level
A	obj	1	Data Analytics uses ___ to get insights from data.	Statistical figures	Numerical aspects	Statistical methods	None of the mentioned above	A	CO1	L2
A	obj	1	Expand the acronym DDDM?	Data driven decision making	Data driven decision management	Data driven display model	None of the above	A	CO1	L1
A	obj	1	HR Research consists of:	searching investigations	re-examinations	re-assessments	all of the above	D	CO1	L2
A	obj	1	Tick the correct sequence of Levels of HR Value Chain?	employee outcome, organizational outcome, financial outcome, market outcome	employee outcome, financial outcome, organizational outcome, market outcome	employee outcome, financial outcome, market outcome, organizational outcome	financial outcome, employee outcome, market outcome, organizational outcome	A	CO1	L1
A	obj	1	Which company recently faced global data theft charges?	Amazon	Google	CISCO	Cambridge Analytica	D	CO1	L1
A	obj	1	Which of the following is correct about HR research?	task of searching for reasons behind organizational issues	analyzing of facts	solve HR problems by principles and laws governing their solutions derived	all of the above	D	CO1	L2
A	obj	1	Which of the following is not example of HR analytics?	determining the cause of an event by examining historical information about former employees, their statements, employee profiles, performance, etc.	Collect and analyze past data on turnover to identify trends and patterns indicating why employees quit.	Collect data on employee behavior, such as productivity and engagement, to better understand the status of current employees.	all of the above	D	CO1	L3
A	obj	1	Which of the following is true with regard to analytics 2.0?	Findings of descriptive and diagnostic analytics to detect tendencies, clusters and exceptions, and to predict future trends, which makes it a valuable tool for forecasting	Structured data, like customer data, sales data, financial records.	Intelligence activities addressed only what had happened in the past and offered no predictions about it's trends in the future.	None of the above	A	CO1	L3

Part	sub/obj	Marks	Question	Answer Option 1	Answer Option 2	Answer Option 3	Answer Option 4	Correct Answer(A/B/C/D)	CO	Bloom's Taxonomy Level
A	obj	1	Arrange the following to lay out HR Analytics process- i. Frame the central problem ii. Develop the conceptual models iii. Capture relevant data iv. Applying analytical models v. Present findings to stakeholders vi. Implementing Solutions in terms of prescribing solutions	i, ii, iii, iv, v, vi	i, iii, iv, ii, v, vi	ii, iii, iv, v, i, vi	iii, iv, v, vi, i, ii	A	CO1	L3
A	obj	1	Which of the following is example of HR metrics?	Time to hire	Employee turnover rate	Revenue per employee	all of the above	D	CO1	L4
A	obj	1	Your company generated $80,000 worth of goods or services (output) utilizing 1,500 labor hours (input). calculate your company's labor productivity.	$54 per hour of work	$53 per hour of work	$55 per hour of work	$50 per hour of work	B	CO1	L5
A	obj	1	Megatronic Electronics produces computer parts across the world. After a quick analysis, it shows that the organization reports annual revenue of $500,000 and has 400 employees. What is it revenue per employee (RPE)?	$1,270 per employee	$1,240 per employee	$1,250 per employee	$1,2890 per employee	C	CO1	L5
A	obj	1	Which of the following tool you believe is not useful in isolation as statistical tool in methods of measurement in HRM?	Descriptive Statistics Techniques	Chi-Square Test	Tests for Mean (2 Sample T-Test and ANOVA)	Subtraction	D	CO1	L4
A	obj	1	What is longitudinal data?	collection of observations obtained through repeated measurements over time.	analyzes a data set at a fixed point in time.	pooled data which consists of a cross-section of units (e.g., countries, firms, households, individuals) for which there exist repeated observations over time	None of the above	C	CO2	L1
A	obj	1	Which of the following is method of secondary data collection?	Personal interview	Survey	Data published by Chambers of Commerce and trade associations and boards.	Questionnaire	C	CO2	L2
A	obj	1	What is the formula for scoring reverse coded question while doing the analysis?	Points in scale + rating given by respondent	Points in scale +1/ rating given by respondent	(Points in scale +1) - rating given by respondent	None of the above	C	CO2	L2
A	obj	1	To remove noise and inconsistent data _____ is needed.	Data Cleaning	Data Transformation	Data Reduction	Data Integration	A	CO2	L2

Part	sub/obj	Marks	Question	Answer Option 1	Answer Option 2	Answer Option 3	Answer Option 4	Correct Answer(A/B/C/D)	CO	Bloom's Taxonomy Level
A	obj	1	What is the use of data cleaning?	to remove the noisy data	correct the inconsistencies in data	transformations to correct the wrong data.	All of the above	D	CO2	L2
A	obj	1	What is the minimum acceptable value of cronbach alpha?	0.6	0.3	0.2	0.8	A	CO2	L1
A	obj	1	Fill in the blank: _____ stands for how an organization's HR department decides to give out their services and interacts with employees.	HRM	HR strategy	HR Metrics	HR Service Delivery	D	CO2	L3
A	obj	1	What is the acceptable upper limit of sig. value for test with 95% confidence level?	0.01	0.08	0.02	0.05	D	CO2	L5
A	obj	1	Which of the following is true for the coefficient of correlation?	The coefficient of correlation is not dependent on the change of scale	The coefficient of correlation is not dependent on the change of origin	The coefficient of correlation is not dependent on both the change of scale and change of origin	None of the above	C	CO2	L3
A	obj	1	Which of the following techniques is an analysis of the relationship between two variables to help provide the prediction mechanism?	Standard error	Correlation	Regression	None of the above	C	CO2	L3
A	obj	1	Key figures that help organizations track their human capital and measure how effective their human resources initiatives are:	turnover,	cost-per-hire,	benefits participation rate	all of the above	D	CO3	L1
A	obj	1	Which of the following is NOT Engagement & Retention metrics?	Employee Satisfaction	Total Turnover Rate	Time to hire	Voluntary Turnover Rate	C	CO3	L2
A	obj	1	Which of the following are T&D metrics?	Training Expenses per Employee	Training Completion Rate	Time to Completion	All of the above	D	CO3	L2
A	obj	1	Which of the following is/ are HR Metrics	Efficiency Metrics	Effectiveness Metrics	Outcome Metrics	all of the above	D	CO3	L2
A	obj	1	Which of the following is efficiency metrics?	Number of hires	Quality of hire index	Recruiter effectiveness	Intent to apply	A	CO3	L3
A	obj	1	Which of the following is effectiveness metrics?	Revenue/ market share	Productivity	Engagement	Time to competency	D	CO3	L3
A	obj	1	Which of the following is outcome metrics?	ROI	Amount learned	Product development cycle	Recruiter effectiveness	C	CO3	L3
A	obj	1	_____ are cover metrics that are so powerful that they are "owned "and their components are therefore not shared.	Data Visualization	Proprietary Metrics	Efficiency metrics	None of the above	B	CO3	L2
A	obj	1	You had three employees leave your business during the month. At the beginning of the month, you had 20 employees. You have 22 employees at the end of the month. Calculate Monthly turnover rate %	14.28%	14.56%	20.28%	20.56%	A	CO3	L5

Part	sub/obj	Marks	Question	Answer Option 1	Answer Option 2	Answer Option 3	Answer Option 4	Correct Answer(A/B/C/D)	CO	Bloom's Taxonomy Level
A	obj	1	Which of the following is/ are required to calculate turnover rate?	Separation Cost (S)	Replacement Cost (R):	Training Costs (T)	All of the above	D	CO3	L3
A	obj	1	How do you calculate Cost of interviewer's time?	(time required * weighted average pay rate exiting employees pay rate * number of turnovers during the period)	(total time required (for interview (t1) + (before and after interview) * interviewers pay	time required * average HR department pay rate * number of turnovers during the period	Amount per employee * number of terminated employees	B	CO3	L6
A	obj	1	Which of the following is a staff utility method.	CREPD	Calculating productivity ratio	HR measurement	None of the above	A	CO3	L3
A	obj	1	Arrange the following in right sequence for calculating CREPD. 1. Identify principal activities(KRAs) comprising at least 10% of work timing 2. Rate above on frequency & importance on 7 point scale 3. Calculate overall weight (1x2) 4. Calculate relative weight (3/summation of 3) 5. Assign dollar value (avg. salary in job x relative weights) 6. Rate performance of employee on 0-2 scale (1 being average) 7. Product of peformance rating and dollar value 8. Compute overall economic value of each employee (Summation of 7) 9. Comput mean and SD across all employees	1-2-3-4-5-6-7-8-9	1-3-4-5-6-7-8-2-9	1-3-4-5-7-8-9-2-6	None of the above	A	CO3	L3
A	obj	1	Fill the gap in below equation Inside-Out + _____ = Success	Outsie-In	Customer Instinct	People	Customer	B	CO3	L3