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Plot No. 2, Knowledge Park-III, Greater Noida (U.P.) –201306

**POST GRADUATE DIPLOMA IN MANAGEMENT (2022-24)
MID TERM EXAMINATION (TERM -IV)**

Subject Name: **HR Metrics and Analytics**

Time: **01.00 hrs**

Sub. Code: **PGH43**

Max Marks: **20**

Note: Mid Term is based on VIVA-VOCE. All questions are compulsory.

Kindly write the all the course outcomes as per your TLEP in the box given below:

CO1-Understand and employ appropriate software to record, maintain, retrieve and analyze human resources information (e.g., staffing, skills, performance ratings and compensation information).
CO2-Identify and analyze appropriate internal and external human resource metrics, benchmarks, and indicators.
CO3-Operate relational data bases and make recommendations regarding the appropriate HRIS to meet organization's human resource needs.
CO4-Prepare and appropriately represent an analysis of workforce and talent data to identify trends and other actionable performance information
CO5-Measure the effectiveness of HR processes and interventions and help transform the HR function from service provider to business enabler

1. What is the importance of HR metrics and analytics in modern HR management? Can you provide an example of how they can drive decision-making? (CO1)
2. How would you define key performance indicators (KPIs) in the context of HR, and can you give examples of HR KPIs that organizations commonly track? (CO1)
3. Explain the difference between lagging indicators and leading indicators in HR analytics. Provide examples of each. (CO1)
4. Can you describe the process of data collection and validation in HR analytics? What steps should an organization take to ensure data accuracy and reliability? (CO2)
5. How can predictive analytics be used in HR to forecast employee turnover or identify high-potential employees? Share an example of a predictive analytics project you've worked on. (CO2)
6. What are some of the common challenges organizations face when implementing HR metrics and analytics programs, and how can these challenges be overcome? (CO1)
7. Describe the concept of benchmarking in HR analytics. Why is it important, and how can organizations effectively benchmark their HR performance against industry standards? (CO2)
8. Explain the concept of diversity and inclusion metrics. What types of metrics can be used to assess diversity and inclusion efforts within an organization? (CO2)
9. How can HR analytics help in workforce planning and talent acquisition? (CO1)
10. Discuss the ethical considerations in HR analytics, especially in terms of data privacy and bias mitigation. How should organizations address these concerns when using HR data for decision-making? (CO1)