

STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086
(For candidates admitted from the academic year 2023 – 2024 and thereafter)

M.A. DEGREE EXAMINATION, APRIL 2026
HUMAN RESOURCE MANAGEMENT
FOURTH SEMESTER

COURSE : CORE
PAPER : HR ANALYTICS
SUBJECT CODE: 23HR/PC/HA44
TIME : 3 HOURS

MAX. MARKS: 100

Q. No.	SECTION A Answer ALL in 50 words. (10 x 2 = 20 marks)	CO	KL
1	Define HR Analytics.	CO1	K1
2	Define Competency Management Framework.	CO1	K1
3	List the levels of HR maturity frameworks.	CO1	K1
4	Define HR Scorecard.	CO1	K1
5	Mention the HR metrics for recruitment process.	CO1	K1
6	Differentiate between Business analytics and Big data analytics.	CO2	K2
7	State few examples of HRIS.	CO2	K2
8	List the applications of HR analytics.	CO2	K2
9	State the issues in HR valuation and measurement.	CO2	K2
10	Outline the trends in HR Analytics.	CO2	K2
Q. No.	SECTION B Answer any FOUR questions from each K level not exceeding 600 words. (4 x 10 = 40 marks)	CO	KL
11	Explain any two HR analytics Framework.	CO3	K3
12	Discuss the stages of the HR Analytics Evolution.	CO3	K3
13	Analyze how HRIS applications improve the HR functions of recruitment, payroll management, and employee performance tracking.	CO3	K3
14	Enumerate Big Data Analytics with examples.	CO4	K4
15	Discuss the role of HR analytics in Training and Development	CO4	K4
16	Examine Predictive Analytics and social media analytics in detail.	CO4	K4
Q. No.	SECTION C Answer any TWO questions from each K level (2 x 20 = 40 marks)	CO	KL
17	Discuss the emerging challenges of HR analytics with respect to Global and Indian Perspectives.	CO5	K5
18	Examine the development and implementation process of HRIS.	CO5	K5
19	Evaluate the effectiveness of HR measurement.	CO6	K6
20	Critically evaluate the Integration of Competency-Based HR Systems for organizational effectiveness	CO6	K6
