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**Gandhi Institute of Engineering and Technology University, Odisha, Gunupur
(GIET UNIVERSITY)**

M.B.A. (Third Semester) Regular Examinations, November – 2025

23MBAHR23031 – HR Analytics

(MBA-HR)



Time: 3 hrs

Maximum: 60 Marks

(The figures in the right hand margin indicate marks.)

PART – A

(2 x 5 = 10 Marks)

Q.1. Answer *ALL* questions

	CO #	Blooms Level
a. List the limitations of the HR Scorecard.	CO3	K2
b. Identify different data sources used in HR analytics.	CO2	K2
c. Analyse the difference between Diagnostic and Predictive analytics.	CO1	K3
d. Explain the importance of HR metrics in an organization.	CO3	K2
e. Discuss the role of horizontal communication in HR functions.	CO6	K3

PART – B

(10 x 5 = 50 Marks)

Answer *all the* questions

	Marks	CO #	Blooms Level
2. a. Describe the various methods used for collecting HR data.	5	CO2	K3
b. Explain the steps involved in HR data purification.	5	CO2	K3
OR			
c. Illustrate with examples the different categories of HR analytics.	10	CO1	K3
3. a. Discuss the compensation metrics commonly applied by organizations.	6	CO4	K3
b. Write notes on: HR data examination	4	CO2	K2
OR			
c. Examine the ways HR data can be communicated effectively across departments.	10	CO6	K3
4. a. Define an HR dashboard and discuss its key advantages and drawbacks.	5	CO3	K2
b. Discuss the evolution of HR analytics	5	CO1	K2
OR			
c. Explain the steps of HR analytics process with an example	6	CO1	K3
d. Write short notes on types of communication in HR.	4	CO4	K2
5. a. Explain in detail various learning and development (L&D) metrics.	6	CO4	K2
b. Distinguish between data integrity and data validity.	4	CO5	K3
OR			
c. Explain how the interconnection of business functions contributes to organizational success.	10	CO6	K4
6. a. Identify the pioneers or early adopters of HR analytics.	5	CO1	K3
b. Analyze the significance of HR communication in achieving organizational goals.	5	CO6	K3
OR			
c. Compare and contrast the different scales of data with relevant examples.	10	CO2	K3

End of Paper