



SNS College of Technology

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COIMBATORE-641 035, TAMIL NADU

DEPARTMENT OF MANAGEMENT STUDIES



Academic Year : 2024-25 Semester : 03
Course Code : 23BAE713
Course Name : Human Resource Metrics Analytics
Unit : I – INTRODUCTION TO HR METRICS AND ANALYTICS

Questions [2 Marks]

1. What are HR Metrics?

- **Answer:** HR Metrics are quantifiable measures used to track and assess the efficiency and effectiveness of various HR activities such as recruitment, retention, and employee performance.

2. Define HR Analytics.

- **Answer:** HR Analytics is the process of collecting, analyzing, and interpreting HR data to derive actionable insights that inform strategic decisions and improve organizational outcomes.

3. Why are HR Metrics important in strategic decision-making?

- **Answer:** HR Metrics provide data-driven insights that help align HR activities with organizational goals, enabling informed decisions that enhance workforce efficiency and business performance.

4. What is the primary purpose of HR regulations?

- **Answer:** The primary purpose of HR regulations is to protect employee rights, ensure fair treatment in the workplace, and maintain compliance with legal standards.

5. Name two key HR reporting requirements.

- **Answer:** Two key HR reporting requirements are diversity and inclusion reporting and compliance with health and safety regulations.

6. What is an HR Indicator?

- **Answer:** An HR Indicator is a specific metric used to evaluate the effectiveness of HR initiatives and overall workforce performance, such as turnover rate or absenteeism.

7. What role do HR policies play in an organization?

- **Answer:** HR policies provide a structured framework for managing employees, ensuring consistency, fairness, and compliance with legal requirements.

8. Mention one technique used by HR professionals for talent acquisition.

- **Answer:** One technique used by HR professionals for talent acquisition is structured interviews, which help assess candidates' suitability for a role based on predefined criteria.

9. What is strategic planning in HR?

- **Answer:** Strategic planning in HR involves aligning HR activities with the organization's long-term business goals by forecasting workforce needs and developing strategies to meet those needs.

10. Identify a key factor for successful HR analytics implementation.

- **Answer:** A key factor for successful HR analytics implementation is ensuring data accuracy and consistency across all HR systems and processes.

11. What is a common challenge faced in HR analytics?

- **Answer:** A common challenge in HR analytics is managing data quality, as inaccurate or incomplete data can lead to erroneous insights and poor decision-making.

12. How can Artificial Intelligence (AI) enhance the recruitment process?

- **Answer:** AI can enhance the recruitment process by automating tasks such as resume screening, candidate matching, and interview scheduling, thereby improving efficiency and accuracy.

13. What ethical concern is associated with AI in HR?

- **Answer:** A key ethical concern associated with AI in HR is the potential for bias in AI algorithms, which could lead to unfair treatment of candidates or employees.

14. How has digital transformation impacted HR analytics?

- **Answer:** Digital transformation has enabled more efficient data collection and analysis, leading to quicker and more informed decision-making in HR.

15. What is the time-to-fill metric?

- **Answer:** The time-to-fill metric measures the time it takes to fill a vacant position from the moment a job opening is posted until an offer is accepted by the candidate.

16. Explain the significance of the employee turnover rate.

- **Answer:** The employee turnover rate indicates the rate at which employees leave an organization, helping HR identify retention issues and implement strategies to improve employee retention.

17. What is workforce planning?

- **Answer:** Workforce planning is a technique used by HR to forecast future workforce needs and develop strategies to ensure the organization has the necessary talent to achieve its goals.

18. Mention one impact of digital tools on HR activities.

- **Answer:** One impact of digital tools on HR activities is the ability to integrate HR data with other business systems, providing a comprehensive view of organizational performance.

19. How do HR policies contribute to a positive work environment?

- **Answer:** HR policies contribute to a positive work environment by establishing clear expectations, promoting fairness, and ensuring consistent treatment of all employees.

20. What is the importance of data privacy in HR analytics?

- **Answer:** Data privacy in HR analytics is crucial to protect employee information, ensure compliance with legal requirements, and maintain trust within the organization.