

PREVIEW QUESTION BANK

Module Name : imb24-mg56 HR Analytics Using Excel-ENG
Exam Date : 18-May-2024 Batch : 15:00-18:00

Sr. No.	Client Question ID	Question Body and Alternatives	Marks	Negative Marks
Objective Question				
1	15492001	<p>In what ways does business analytics facilitate determining current and future staffing needs of an organization?</p> <ol style="list-style-type: none"> 1. By avoiding skills gap analysis 2. By relying solely on intuition for staffing decisions 3. By identifying skills gaps and market skills required for various roles 4. By ignoring the market conditions for staffing <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
Objective Question				
2	15492002	<p>Why is it crucial to have clear outcome-based HR metrics in organizations?</p> <ol style="list-style-type: none"> 1. To avoid the development of a data-driven culture 2. To hinder business leaders' understanding of gaps and opportunities 3. To rely on traditional outcome measures 4. To facilitate the assessment of the impact of HR practices on organizational performance <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
Objective Question				
3	15492003	<p>What advanced technique contribute to the toolkit of Prescriptive Analytics?</p> <ol style="list-style-type: none"> 1. Data Visualisation 2. Optimization Techniques 3. Correlation 4. Regression <p>A1 : 1</p> <p>A2 : 2</p>	2.0	0.00

		A3 : 3		
		A4 : 4		

Objective Question

4	15492004	<p>How does the HR analytics process contribute to organizational success?</p> <ol style="list-style-type: none"> 1. By defining business needs 2. By aligning HR strategy with business goals 3. By exploring data 4. By implementing actions <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

5	15492005	<p>Which characteristic ensures that HR metrics are resistant to manipulation and game-proof?</p> <ol style="list-style-type: none"> 1. Complexity 2. Robustness 3. Simplicity 4. Standardization <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

6	15492006	<p>How does data contribute to understanding the concrete concept of employee engagement?</p> <ol style="list-style-type: none"> 1. By ignoring patterns 2. By complicating analysis 3. By analyzing data from various sources to identify trends and patterns 4. By avoiding data analysis <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p>	2.0	0.00
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		A4 : 4		
Objective Question				
7	15492007	<p>What is an example of qualitative data in HR analytics?</p> <ol style="list-style-type: none"> 1. Total number of employees 2. Salary distribution 3. Performance ratings 4. Open-ended survey responses <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
Objective Question				
8	15492008	<p>Which HR data type involves variables like ratings or rankings, providing a natural order?</p> <ol style="list-style-type: none"> 1. Nominal Scale 2. Ordinal Scale 3. Interval Scale 4. Ratio Scale <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
Objective Question				
9	15492009	<p>What is the primary focus of Succession Planning data in HR analytics within the HRIS?</p> <ol style="list-style-type: none"> 1. Measures financial health 2. Assesses employee engagement anonymously 3. Identifies potential candidates for key positions 4. Evaluates the impact of training programs <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00

Objective Question

10	15492010	<p>What is the purpose of the 1-10-100 principle in the context of data examination and purification?</p> <ol style="list-style-type: none"> To highlight the cost of data storage To emphasize the importance of clean data for meaningful results To suggest the value of outsourcing data analysis To discourage data analysis altogether <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

11	15492011	<p>How can outliers be identified using the statistical test method (z scores)?</p> <ol style="list-style-type: none"> By leveraging quantitative measures to identify deviations from the norm By arranging data to identify extreme values visually By utilizing visualizations like box plots By deleting extreme values immediately <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

12	15492012	<p>Which is an advantage of Descriptive Analytics in terms of analytics tools?</p> <ol style="list-style-type: none"> Limited availability of tools Need for extensive expertise Computations handled by abundance of tools Focus on predicting future outcomes <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

13	15492013	<p>What is the primary purpose of Descriptive Statistics in Descriptive Analytics?</p> <ol style="list-style-type: none"> To predict future outcomes To explain why events occurred To conduct complex analyses To outline basic features of data <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
Objective Question				
14	15492014	<p>What distinguishes Dashboards from other types of visualizations in HR?</p> <ol style="list-style-type: none"> Dashboards organize HR data in tables Dashboards display various visualizations in one place Dashboards are language-centric Dashboards compare various HR initiatives <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
Objective Question				
15	15492015	<p>In what scenario is a line chart particularly effective in HR analytics?</p> <ol style="list-style-type: none"> When tracking changes over time When showcasing proportions within categories When illustrating hierarchical structures When comparing numerical values <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
Objective Question				
16	15492016		2.0	0.00

		<p>What role does a scatter plot play in HR analytics, and what limitation does it have?</p> <ol style="list-style-type: none"> 1. It establishes causation; limited to visualizing one measure 2. It identifies correlations; does not reveal causation 3. It visualizes hierarchical structures; limited to two dimensions 4. It shows proportions within categories; limited to a maximum of 10 data points <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>		
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Objective Question

17	15492017	<p>What is the distinctive shape of a radar chart, and where is its frequent application observed in HR analytics?</p> <ol style="list-style-type: none"> 1. Linear shape; frequent application in tracking turnover rates 2. Spider web shape; frequent application in assessing employee performance attributes 3. Circular shape; frequent application in visualizing hierarchical structures 4. Doughnut shape; frequent application in representing proportions within categories <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

18	15492018	<p>What is the primary advantage of using Data Bars for data comparisons?</p> <ol style="list-style-type: none"> 1. To create hierarchical structures 2. To display trends over time 3. To provide a quick visual indicator of cell value comparisons 4. To visualize proportions within categories <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

19	15492019		2.0	0.00
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		<p>What is the primary advantage of using the median as a measure of central tendency?</p> <ol style="list-style-type: none"> 1. It includes every value in the dataset 2. It is calculated as the sum of all values divided by the number of values 3. It minimizes the error in predicting individual values 4. It is less influenced by outliers <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>		
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Objective Question

20	15492020	<p>How do you interpret the results of the FREQUENCY function in Excel?</p> <ol style="list-style-type: none"> 1. It provides a tabular presentation of values 2. It calculates the average value in a dataset 3. It returns an array of values representing the count of occurrences 4. It measures the central tendency <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

21	15492021	<p>If the standard deviation of a dataset is close to zero, what can be concluded about the data?</p> <ol style="list-style-type: none"> 1. The data has a small spread 2. The data has a large spread 3. The data is non-negative 4. The data contains outliers <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

22	15492022		2.0	0.00
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		<p>Explain why the range is sensitive to outliers, and suggest a method to reduce this sensitivity</p> <ol style="list-style-type: none"> 1. The range depends on the number of data points; adding more data points reduces sensitivity 2. Outliers have a disproportionate impact on the range; using interquartile range can reduce sensitivity 3. The range is not affected by outliers; no method is needed to reduce sensitivity 4. The range becomes less sensitive when the mean is subtracted from each data point <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>		
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Objective Question

23	15492023	<p>Which Excel tab is used to insert a PivotTable for cross-tabulation?</p> <ol style="list-style-type: none"> 1. Insert 2. Home 3. Data 4. Analyze <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

24	15492024	<p>How does diagnostic analytics contribute to employee retention strategies in HR?</p> <ol style="list-style-type: none"> 1. By predicting future turnover rates 2. By identifying the reasons behind employee turnover 3. By comparing turnover trends in different industries 4. By summarizing historical turnover data <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

25	15492025		2.0	0.00
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		<p>What is a potential limitation of diagnostic analytics?</p> <ol style="list-style-type: none"> 1. Predicting the future 2. Providing definitive answers 3. Mistaking correlation for causation 4. Identifying trends and patterns <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>		
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Objective Question

26	15492026	<p>How does sampling contribute to making informed decisions in HR analytics, and what is its role in data analysis?</p> <ol style="list-style-type: none"> 1. Sampling provides an unbiased subset 2. Sampling introduces bias and hinders decision-making in HR analytics 3. Sampling is irrelevant in HR analytics decision-making 4. Sampling only applies to theoretical scenarios <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

27	15492027	<p>Why is dealing with a finite population more typical in HR analytics?</p> <ol style="list-style-type: none"> 1. HR analytics primarily deals with theoretical scenarios 2. HR analytics often involves observable outcomes, making the population finite and countable 3. HR analytics is concerned with extensive and diverse datasets 4. HR analytics deals with the count of employees, which is always ascertainable <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

28	15492028		2.0	0.00
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		<p>What is the practical relevance of positive correlation in HR scenarios?</p> <ol style="list-style-type: none"> 1. It has no practical relevance 2. It indicates a decrease in one variable as the other increases 3. It implies a simultaneous increase or decrease in both variables 4. It leads to a weak correlation <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>		
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Objective Question

29	15492029	<p>How does multivariate analysis differ from bivariate analysis?</p> <ol style="list-style-type: none"> 1. Multivariate analysis focuses on more than two variables, while bivariate involves two 2. Multivariate analysis is irrelevant in data analysis 3. Bivariate analysis is more comprehensive 4. Both analyses are identical <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

30	15492030	<p>How is a positive covariance interpreted between two variables X and Y?</p> <ol style="list-style-type: none"> 1. Both variables are unrelated 2. Increase in X corresponds to increase in Y 3. Increase in X corresponds to decrease in Y 4. No meaningful interpretation <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

31	15492031		2.0	0.00
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		<p>What distinguishes regression analysis from classification models in predictive analytics?</p> <ol style="list-style-type: none"> 1. Regression analysis predicts distinct categories in data 2. Classification models unveil hidden relationships between variables 3. Regression analysis is suitable for predicting continuous outcomes 4. Classification models focus solely on employee engagement <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>		
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Objective Question

32	15492032	<p>What distinguishes null hypotheses from alternative hypotheses?</p> <ol style="list-style-type: none"> 1. The level of significance 2. The quest for change 3. The complexity in expression 4. The assumption of no difference <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

33	15492033	<p>How does a p-value influence the decision in hypothesis testing?</p> <ol style="list-style-type: none"> 1. It determines statistical significance 2. It guides investigations 3. It manipulates independent variables 4. It asserts the null hypothesis <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

34	15492034		2.0	0.00
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		<p>What information does the "Coefficients" table in the regression output provide?</p> <ol style="list-style-type: none"> 1. Overall significance of the regression model 2. Measures the accuracy of the coefficients 3. Information about the regression equation 4. Variance in the dependent variable explained by the model <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>		
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Objective Question

35	15492035	<p>What is the role of the "R-squared" value in regression analysis?</p> <ol style="list-style-type: none"> 1. Measures the accuracy of the coefficients 2. Proportion of variance explained by the independent variable 3. Overall significance of the regression model 4. Adjusts R-squared for the number of independent variables <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

36	15492036	<p>Why is the normality assumption important in linear regression?</p> <ol style="list-style-type: none"> 1. It ensures a consistent variance of errors 2. It guarantees a linear relationship between variables 3. It validates the accuracy of the coefficients 4. It provides a normal distribution of residuals <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

37	15492037		2.0	0.00
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		<p>In the multiple linear regression equation $Y = a + b_1x_1 + b_2x_2 + b_3x_3 + e$, what does the term 'e' represent?</p> <ol style="list-style-type: none"> 1. Intercept 2. Residual 3. Slope 4. Dependent variable <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>		
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Objective Question

38	15492038	<p>What does prescriptive analytics provide in the context of workforce scheduling for organizations like hospitals?</p> <ol style="list-style-type: none"> 1. Optimal schedules based on employee preferences 2. Scheduling based on seniority only 3. Scheduling without considering employee availability 4. Scheduling based on random pattern <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

39	15492039	<p>What role does optimization play in prescriptive analytics?</p> <ol style="list-style-type: none"> 1. Creating virtual models for simulations 2. Solving quantitative problems and finding the best solution considering constraints 3. Prioritizing quick thinking in time-sensitive scenarios 4. Adapting and improving predictions based on historical data <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

40	15492040		2.0	0.00
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		<p>What did Nestlé achieve by leveraging prescriptive analytics in the Management Trainee program?</p> <ol style="list-style-type: none"> 1. Increased application numbers 2. Streamlined flight scheduling 3. Focused solely on past trainee demographics 4. Revolutionized talent identification and recruitment processes <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>		
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Objective Question

41	15492041	<p>In HR, what is the primary function of the "Generate "What If" Questions" step in the "What-If" Analysis process?</p> <ol style="list-style-type: none"> 1. To streamline workplace culture 2. To assess the impact of alterations in variables on HR metrics 3. To predict future HR trends 4. To test assumptions and reveal potential scenarios <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

42	15492042	<p>How do constraints function in optimization problems?</p> <ol style="list-style-type: none"> 1. They maximize the objective function 2. They define permissible values for decision variables 3. They minimize employee preferences 4. They have no role in the optimization process <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

43	15492043		2.0	0.00
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		<p>What is the significance of the feasible region in optimization problems in HR?</p> <ol style="list-style-type: none"> 1. It represents unrelated HR scenarios 2. It is where HR strategies are ignored 3. It depicts the balance between aspirations and constraints 4. It has no role in HR decision-making <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>		
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Objective Question

44	15492044	<p>What is a characteristic of operational dashboards?</p> <ol style="list-style-type: none"> 1. They provide historical perspectives 2. They focus on day-to-day operations 3. They are static in nature 4. They don't require live data <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

45	15492045	<p>What role did the Balanced Scorecard play in the popularity of dashboards?</p> <ol style="list-style-type: none"> 1. It hindered their adoption 2. It originated in the 1980s 3. It addressed challenges of data refreshing 4. It confused users <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

46	15492046		2.0	0.00
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		<p>What does HR reporting serve as in the world of data analysis?</p> <ol style="list-style-type: none"> 1. Periodic checkpoint 2. Continuous process 3. Data encryption tool 4. Strategic compass <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>		
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Objective Question

47	15492047	<p>How does HR reporting contribute to strategy development?</p> <ol style="list-style-type: none"> 1. By avoiding alignment with business goals 2. By encouraging data complexity 3. By promoting confusion in strategy development 4. By aligning HR strategies with company objectives <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

48	15492048	<p>What does ISO 30414 categorize HR metrics into?</p> <ol style="list-style-type: none"> 1. Marketing, Strategy, Leadership 2. Safety, Diversity, Compliance 3. Workforce Costs, Organizational Culture, Recruitment 4. Financial Reporting, Marketing, Strategy <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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Objective Question

49	15492049		2.0	0.00
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		<p>What is the primary focus of HC disclosure?</p> <ol style="list-style-type: none">1. Encouraging compliance metrics2. Providing a financial report3. Ignoring voluntary disclosure4. Revealing talent management intricacies <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>		
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Objective Question

50	15492050	<p>What is vital for fostering a workforce equipped for evidence-based decision-making?</p> <ol style="list-style-type: none">1. Short-term initiatives2. Competency enablement3. Crafting impactful experiences4. Optimal experience <p>A1 : 1</p> <p>A2 : 2</p> <p>A3 : 3</p> <p>A4 : 4</p>	2.0	0.00
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