

**VPM's**  
**DR VN BRIMS, Thane**  
**Programme: MMS (2018-20) (HR)**  
**Third Semester Examination October 2019**

<b>Subject</b>	<b>HR Planning &amp; Application of Technology in HR</b>		
<b>Roll No.</b>		<b>Marks</b>	<b>60 Marks</b>
<b>Total No. of Questions</b>	<b>7</b>	<b>Duration</b>	<b>3 Hours</b>
<b>Total No. of printed pages</b>	<b>2</b>	<b>Date</b>	<b>22.10.2019</b>

	<b>Instructions:-</b>	<b>Marks</b>
	<ul style="list-style-type: none"> <li>• <b>Q. No 1</b> is compulsory.</li> <li>• Attempt <b>Any Four</b> from the Remaining Six Questions.</li> <li>• Figures to the right indicate marks in full.</li> </ul>	
<b>Q. 1</b>	<p><b>Read following case study and solve the question given below? (20 Marks)</b></p> <p>The client, Global Data Centres Inc., is recognized as a leading provider of telecommunications and technology solutions. They were using a hybrid model of a payroll system with some of its HR functionality as well as a paper-based model for all of their HR management. The hiring process was highly manual causing a great deal of confusion—and managing all of the HR functions was not scalable. They wanted an HRIS system to bring all of the HR functions under one umbrella.</p> <p>The key features they were looking for were Core HR, benefits, payroll, time and attendance, performance management as well as a suite of management tools. Additionally, they were looking for a system that would bring them the greatest amount of value. They immediately discovered that there are hundreds of systems on the market and knew they needed guidance.</p> <p>They began their research with a simple Google search (“HRIS”). They turned to HR Payroll Systems to define their overall needs and receive recommendations on the systems that would best fit their requirements. However, they wanted to know that the recommendations they received would come from a credible source. Upon reviewing the background of HRPayrollSystems.net and its founder—someone with HR experience himself, they felt comfortable that the recommendations were valuable.</p> <p>They identified their specific needs by using free online HRIS Vendor Matching Tool. They were contacted by various HR Payroll Systems to confirm their information and obtain further detail on their specific needs. Within a few days, five HRIS providers were selected as quality matches to the client’s needs and the client moved into screening. Global Data Systems short-listed three HRIS vendors selected by HR Payroll Systems as the best fits for their needs and began moving forward. The process included initial screening calls, demos and then RFPs. The client dramatically reduced the overall burden of research which allowed the process to be highly focused on evaluating HRIS vendors as opposed to searching for them. As they discovered more about each of the HRIS systems, they determined that they also wanted to integrate the applicant tracking system (ATS) they were already using. The client wanted a high level of customer service and a system that would growth with them. They found the right system for their organization and moved forward with purchase and implementation. The client noted that the implementation was outstanding.</p> <p><b><u>Answer in brief: (5 marks each)</u></b></p> <ol style="list-style-type: none"> <li>1. Identify the major issues faced by the Global Data Centres Inc.?</li> <li>2. What are the key feature being evaluated or expected from software system and why?</li> <li>3. What would be the general process flow of applicant tracking system (ATS)</li> <li>4. How Global Data Centres Inc. followed the method to solve the issues faced by them?</li> </ol>	<b>20</b>
<b>Q. 2</b>	Answer <b>Any two</b> from the following.	<b>5x2 = 10</b>
	<b>a.</b> How Analytics is helping today’s Business and HR? How HR Analytics helps	

		businesses to simplify their HR management?	
	<b>b.</b>	“Application of technology in HR brings a major change in human resources management software and industry”- justify your answer with latest examples.	
	<b>c.</b>	What are the steps for automation of recruitment process? Explain benefits of it.	
<b>Q. 3</b>		Answer <b>Any two</b> from the following.	<b>5x2= 10</b>
	<b>a.</b>	Are there any HRIS - Training and development Implementation Issues? Illustrate your answer.	
	<b>b.</b>	How management strategies at corporate level can influence HR Planning? Explain with relevant examples.	
	<b>c.</b>	How Human Resource Information Systems empower the organisation?	
<b>Q. 4</b>		Answer <b>Any two</b> from the following.	<b>5x2 = 10</b>
	<b>a.</b>	Design HRP process for manufacturing industry.	
	<b>b.</b>	Some of the traditional HR activities become obsolete when an organization starts to make fact-based decisions. Do you agree with this? Justify your answer with relevant examples.	
	<b>c.</b>	Illustrate KSAO of Employment Test.	
<b>Q. 5</b>		Answer <b>Any two</b> from the following.	<b>5x2 = 10</b>
	<b>a.</b>	How the link between Human resource planning and strategic human resource management is established?	
	<b>b.</b>	Interpret the statement “A Good HR Manager is not just a hirer and firer of Human Resource”	
	<b>c.</b>	What are the dimensions of workforce diversity? How it can be planned?	
<b>Q. 6</b>		Answer <b>Any two</b> from the following.	<b>5x2 = 10</b>
	<b>a.</b>	Give your suggestions to improve the employment practices.	
	<b>b.</b>	Does the entire organisation welcome the new HR technology? Will the new technology bring about any negative side effects?	
	<b>c.</b>	Which key considerations you will look for before buying any new HR technology, and why?	
<b>Q. 7</b>		Answer <b>Any two</b> from the following	<b>5x2 = 10</b>
	<b>a.</b>	“As Organizations become more Global, HRP becomes more important and complex”. Elucidate with the relevant examples.	
	<b>b.</b>	Why should a business owner and/or human resources manager care about workforce diversity?	
	<b>c.</b>	The Future of Diversity – A Global Perspective...discuss.	