

**VPM's**  
**DR VN BRIMS, Thane**  
**Programme: MMS (2021-23)**  
**Third Semester Regular Examination February 2023**

<b>Course Name:</b> HR Planning and Application of Technology in HR		<b>Course Code</b>	MMS – H - 308
<b>Roll No.</b>		<b>Marks</b>	<b>60</b>
<b>Total No. of Questions</b>	6	<b>Duration</b>	<b>3 Hours</b>
<b>Total No. of printed pages</b>	2	<b>Date</b>	14-02-2023

**Course Outcome Statements:**

CO1: To learn and **remember** the concept of Human Resource Planning, its objectives, different approaches to HRP and HRP process

CO2: **Understand** & foresee the impact of technology on work

CO3: **Apply** HR planning components, methods and techniques which will be helpful to solve the problems

CO4: **Analyse** global perspectives of HRM with respect to International HRM in terms of Global Human Resource Planning and Human Resource Management

CO5: **Evaluate** the framework of organisation strategies with respect to Strategic HRM, Workforce Diversity, Recruitment and Selection.

<b>Instructions: -</b>	<b>Marks</b>	<b>BL</b>	<b>CO</b>
------------------------	--------------	-----------	-----------

**Q. No 1** (All Questions are Compulsory)

Q. No.	Questions	Marks	BL	CO
<b>Q. 1</b>	<p style="text-align: center;">Case/Case-let Study (500-800 words)</p> <p>AB is the well-known private university in Asia spread over 3 countries. It was decided to go for Enterprise Resource Planning - ERP so that they can manage the entire student life cycle right from inquiry to convocation followed by Alumni more effectively. An ERP system can automate and integrate routine processes and store data in a centralized location, which will be readily accessible to all the authorized users. 25% payment is already made to the vendor and it was decided to pay the remaining amount phase-wise depending on the progress of the work. However, due to COVID -19, now there was a cash crunch. Therefore, ERP implementation was delayed and resulted into an additional cost burden and other issues. Therefore, the top management was in a dilemma whether they should still go ahead and implement this project or should drop this idea or find other alternatives. However, management desires a cost effective and feasible solution to this problem.</p>			
	<b>a.</b> If the ERP is implemented, <b>analyze</b> the challenges the organisation would face by transitioning from manual to ERP.	<b>6</b>	<b>Level 4</b>	<b>CO4</b>
	<b>b.</b> As a HR strategist, what <b>recommendations</b> you will give to the top management who is looking for cost effective and feasible solution.	<b>6</b>	<b>Level 5</b>	<b>CO5</b>

<b>Q. 2</b>		Answer <b>Any one</b> from the following.			
	<b>a.</b>	<b>Evaluate</b> use of Artificial Intelligence in recruitment function. Quote your answer with latest examples.	<b>6</b>	<b>Level 5</b>	<b>CO5</b>
	<b>b.</b>	<b>Evaluate</b> Employment Test with KSAO with the relevant examples.	<b>6</b>	<b>Level 5</b>	<b>CO5</b>
<b>Q. 3</b>		Answer <b>Any one</b> from the following.			
	<b>a.</b>	<b>Analyse</b> the HR challenges at global level.	<b>6</b>	<b>Level 4</b>	<b>CO4</b>
	<b>b.</b>	<b>Analyse</b> how the traditional HR activities are becoming obsolete when data-driven decisions are taken.	<b>6</b>	<b>Level 4</b>	<b>CO4</b>
<b>Q. 4</b>		Answer <b>Any two</b> from the following.			
	<b>a.</b>	<b>Identify</b> the key points which need to be considered before buying any HR technology with respect to ascertaining demand and supply in human resource and job analysis.	<b>6</b>	<b>Level 3</b>	<b>CO3</b>
	<b>b.</b>	<b>Identify</b> one company which is using technology in its business especially in HR and <b>construct</b> HR Planning Process in line with the goals of an organisation.	<b>6</b>	<b>Level 3</b>	<b>CO3</b>
	<b>c.</b>	Incorporating HR into a post covid world for youngsters is high on the radar for corporations as they find them facing challenges. Therefore, as a HR professional, <b>identify</b> these challenges and <b>construct</b> the proper action plan to face these challenges.	<b>6</b>	<b>Level 3</b>	<b>CO3</b>
<b>Q. 5</b>		Answer <b>Any two</b> from the following.			
	<b>a.</b>	<b>Illustrate</b> the meaning, concept and techniques of Work Study.	<b>6</b>	<b>Level 2</b>	<b>CO2</b>
	<b>b.</b>	<b>Explain</b> the importance of Human Resource Information Systems (HRIS) in empowering the organisation.	<b>6</b>	<b>Level 2</b>	<b>CO2</b>
	<b>c.</b>	<b>Summarize</b> the applications of analytics in business.	<b>6</b>	<b>Level 2</b>	<b>CO2</b>
<b>Q. 6</b>		Answer <b>Any two</b> from the following.			
	<b>a.</b>	<b>Why</b> Artificial Intelligence (AI) and Machine Learning (ML) have become today's one of the most popular HR technology trends?	<b>6</b>	<b>Level 1</b>	<b>CO1</b>
	<b>b.</b>	<b>How</b> the link between Human resource planning and strategic human resource management is established?	<b>6</b>	<b>Level 1</b>	<b>CO1</b>
	<b>c.</b>	<b>What</b> are the dimensions of workforce diversity? <b>How</b> it can be planned?	<b>6</b>	<b>Level 1</b>	<b>CO1</b>