Course Name:	HR Planning and Application of Technology in HR	Course Code	
Roll No.		**Marks**	60
Total No. of Questions	6	**Duration**	3 Hours
Total No. of printed pages	2	**Date**	06-02-2024

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.

Instructions: -			**Marks**	**BL**	**CO**
Q. No 1 (All Questions are Compulsory)					
Q. No.		**Questions**			
Q. 1		Case/Case-let Study			
		ABC Enterprises is a multinational corporation operating in the fast-paced technology industry. With a diverse workforce spanning across different countries, the company recognizes the importance of strategic HR planning and the integration of technology to effectively manage its talent pool and stay ahead in the competitive market. ABC Enterprises faced challenges related to workforce scalability, skill gaps, and the need for a more agile HR system. The company sought to align its human resource planning with its business objectives and leverage technology to enhance HR processes, improve decision-making, and foster a more engaging work environment. The HR team at ABC Enterprises initiated a comprehensive human resource planning strategy. They conducted a thorough analysis of current skill sets, identified future talent needs, and developed plans for workforce development and succession. The goal was to ensure that the organization had the right talent in place to meet its strategic objectives. **Application of Technology:** AI-driven Recruitment System ABC Enterprises implemented an AI-driven recruitment system that leveraged machine learning algorithms to analyze resumes, assess candidate suitability, and predict potential success in specific roles. This streamlined the hiring process and ensured a more data-driven approach to talent acquisition. Learning Management System (LMS): To address skill gaps and foster continuous learning, ABC Enterprises introduced a Learning Management System. The LMS provided personalized training modules, tracked employee progress, and identified			

		areas for skill development, enabling employees to upskill and stay relevant in the rapidly evolving tech landscape.			
	a.	**Examine** the impact of the AI-driven recruitment system on the efficiency of ABC Enterprises' talent acquisition process, considering factors such as time savings, candidate suitability, and the overall effectiveness of the technology in addressing HR challenges.	**6**	**Level 4**	**CO4**
	b.	**Evaluate** the effectiveness of the Learning Management System in fostering a continuous learning culture at ABC Enterprises. Provide recommendations for further enhancements.	**6**	**Level 5**	**CO5**
Q. 2		Answer **Any one** from the following.			
	a.	**Access** the application of HR software such as Kredily with respect to minimum three HR functions.	**6**	**Level 5**	**CO5**
	b.	**Evaluate** the importance of Generative AI in HR in IT industry with the relevant examples.	**6**	**Level 5**	**CO5**
Q. 3		Answer **Any one** from the following.			
	a.	**Examine** potential adverse impacts might arise from the adoption of the new technology. To what extent, the organization should embrace the integration of the new HR technology?	**6**	**Level 4**	**CO4**
	b.	**Analyze** the impact of workforce diversity on organizational performance, providing specific examples to illustrate your points.	**6**	**Level 4**	**CO4**
Q. 4		Answer **Any two** from the following.			
	a.	**Identify** the impact of globalization on International Human Resource Management (IHRM) with relevant examples.	**6**	**Level 3**	**CO3**
	b.	**Identify** the impact of Human Resource Information Systems (HRIS) on Recruitment function.	**6**	**Level 3**	**CO3**
	c.	**Build** HRP process for one organization for any one industry such as IT, banking, telecom, real estate, etc	**6**	**Level 3**	**CO3**
Q. 5		Answer **Any two** from the following.			
	a.	**Explain** Host-Country Nationals (HCNs), Parent-Country Nationals (PCNs), Third-Country Nationals (TCNs).	**6**	**Level 2**	**CO2**
	b.	**Demonstrate your understanding** about the fundamental concepts of HR Analytics and how organizations can use data-driven insights to inform human resource decisions which helps businesses to simplify their HR management.	**6**	**Level 2**	**CO2**
	c.	**Summarize** the process with the steps involved in it that helps an employer predict how well an individual will perform on the job.	**6**	**Level 2**	**CO2**
Q. 6		Answer **Any two** from the following.			
	a.	**Which** Act replaced the Equal Opportunity for Women in the Workplace Act 1999?**What** is the importance of that Act?	**6**	**Level 1**	**CO1**
	b.	**What** is the meaning, concept and techniques of Work Study?	**6**	**Level 1**	**CO1**
	c.	**Relate** human resource planning with strategic human resource management.	**6**	**Level 1**	**CO1**