

VPM's
DR VN BRIMS, Thane
Programme: MMS (2023-25)
Third Semester Regular Examination December 2024

Course Name:	HR Planning and Application of Technology in HR	Course Code	H308		
Roll No.		Marks	60		
Total No. of Questions	6	Duration	3 Hours		
Total No. of printed pages	3	Date	09-12-2024		
Course Outcome Statements:					
CO1: To recall and learn the concept of Human Resource Planning and application of Technology in HR					
CO2: Understand and interpret the Human Resource Planning and application of Technology in HR					
CO3: Apply HR planning components, methods and techniques of Application of Technology in HR					
CO4: Analyse global perspectives of HRM with respect to International HRM in terms of Global Human Resource Planning and applying technology in Human Resource Management					
CO5: Evaluate the framework of organisation strategies with respect to HR Planning and Application of Technology in HR					
CO6: Create HR Planning process in line with the goals of an organisation so that students can be equipped with the technology necessary to effectively meet the challenges of an ever-changing business climate					
Instructions: -			Marks	BL	CO
Q. No 1 (All Questions are Compulsory)					
Q. No.		Questions			
Q. 1		Case/Case-let Study			
		<p>TechVision Pvt. Ltd., a fast-growing software development company, has seen remarkable expansion over the past few years. With over 500 employees and offices in multiple countries, the company is now facing several challenges in managing its human resources efficiently. As the business grows, TechVision is finding it increasingly difficult to ensure it has the right number of skilled employees to meet its needs. Recruitment processes are taking longer than expected, and the manual systems being used for performance management, employee records, and payroll are starting to create inefficiencies.</p> <p>To address these challenges, TechVision's leadership has decided to modernize its HR operations by adopting technology. The company has introduced a new Human Resource Management System (HRMS) which includes features for recruitment, employee records, performance tracking, and payroll management. Additionally, the company has started exploring the use of artificial intelligence (AI) tools for tasks such as resume screening, performance analytics, and workforce forecasting.</p> <p>Despite the integration of these technological solutions, TechVision is facing significant problems:</p> <p>The company is struggling to recruit skilled talent in emerging technologies such as artificial intelligence, machine learning, and blockchain. The AI tools introduced for resume screening have proven to be ineffective in identifying suitable candidates, leading to delays in hiring. The company's HR team is unable to accurately</p>			

	<p>forecast future talent requirements for upcoming projects, making it difficult to ensure the right talent is in place at the right time.</p> <p>Even with a large number of employees, TechVision is facing skill gaps in critical areas needed for the company’s expansion. Although the company has launched an online learning platform to upskill its employees, it is not effectively addressing the growing demand for specialized skills. The HR team has struggled to identify which specific skills need to be developed for the future, and the employees are not engaging fully with the training programs, leading to slow progress in closing skill gaps.</p> <p>While some of the HR processes have been automated, the company faces resistance from a portion of its HR staff, particularly those who have worked in traditional, manual systems for years. This resistance has slowed down the full integration of the new HRMS system. HR staff are not fully utilizing the system’s potential, particularly in strategic areas like workforce forecasting and succession planning. The reluctance to adapt to technology is creating a divide within the HR department, affecting overall productivity.</p> <p>The introduction of HRMS and AI tools has led to an overwhelming amount of data being generated. While this data holds potential for improving decision-making, the HR team has struggled to interpret and utilize it effectively. The company is unable to derive actionable insights from the data regarding employee performance, engagement, and future workforce needs. The lack of effective data analytics capabilities is preventing HR from making informed, strategic decisions.</p> <p>While technology has automated basic HR tasks, it has not yet been fully integrated into the company’s strategic HR planning. The HR team is struggling to align HR practices with the company’s fast-paced growth, and the current technology solutions are not meeting the needs of the business.</p>			
	<p>a. Examine the effectiveness of the technology solutions implemented at TechVision, particularly the use of AI in recruitment and workforce forecasting.</p>	6	Level 4	CO4
	<p>b. Evaluate the potential challenges TechVision might face in further integrating technology into its HR planning processes.</p>	6	Level 5	CO5
<p>Q. 2</p>	<p>Answer Any one from the following.</p>			
	<p>a. ABC Corp., a fast-growing multinational company, is facing challenges in managing a diverse workforce across its global operations. As the HR manager, determine the different steps you would take to design and implement diversity training program that promotes inclusivity, enhances teamwork, and drives business growth.</p>	6	Level 5	CO5
	<p>b. Agile Manufacturing, a large-scale company in the automotive sector, is experiencing rapid expansion and needs to hire a significant number of skilled workers for its new production facility. As the HR manager, assess the different sources of recruitment you would use to fill various technical and managerial positions.</p>	6	Level 5	CO5

Q. 3		Answer Any one from the following.			
	a.	SS Solutions Inc., a rapidly expanding tech company, has recently diversified its workforce, hiring employees from various age groups, cultural backgrounds, and abilities. However, the leadership team is unsure of how this diversity is impacting the company's performance, assuming the role of the HR Manager to advice on the same.	6	Level 4	CO4
	b.	Kwality a leading recruitment agency in India, has been using psychological testing to assess the suitability of candidates for various roles. As the HR manager, list the key elements of psychological tests, and provide evidence on how these tests can support hiring decisions and predict job performance.	6	Level 4	CO4
Q. 4		Answer Any two from the following.			
	a.	Through example showcase principle of Ergonomic where it has been successfully utilized	6	Level 3	CO3
	b.	Apply the principles of diversity in the workplace, choose strategies to leverage its benefits, and contribute to creating a positive and inclusive work environment	6	Level 3	CO3
	c.	An organization is facing challenges in recruitment; how can the HR manager build effective strategies to identify workforce gaps, select the right talent, and plan for future staffing needs.	6	Level 3	CO3
Q. 5		Answer Any two from the following.			
	a.	Explain the term datafication and how data analysis plays important role in the HR function.	6	Level 2	CO2
	b.	Summarize International Human Resource Management (IHRM) theories.	6	Level 2	CO2
	c.	Compare the Method Study and Work Study methods of job assessment by describing their key differences, objectives, and how each is applied in the workplace.	6	Level 2	CO2
Q. 6		Answer Any two from the following.			
	a.	Define Strategic Human Resource Planning. And list steps involved in Human Resource Planning process.	6	Level 1	CO1
	b.	Recall Key steps in Human Resource Planning.	6	Level 1	CO1
	c.	What are challenges in implementation HRIS/HCM?	6	Level 1	CO1