



Name:

Enrolment No:

UPES

End Semester Examination, December 2023

Course: Digital HR

Program: INT. BBA-MBA_HRM

Course Code: HRES 3013

Semester: V

Time: 03 hrs.

Max. Marks: 100

Instructions:

SECTION A
10Qx2M=20Marks

S. No.		Marks	CO
Q1	What is the recommended approach for developing an HR technology strategy? a. Yearly reevaluation and adjustment b. Budget detailing and resource allocation c. Collaboration with IT department and business units d. Alignment with the organizational strategy	[2]	CO1
Q2	What is the term used to describe HR departments that embrace new technologies? a. Digital HR b. Techno HR c. Modern HR d. Tech HR	[2]	CO1
Q3	Which tool allows instructors to place collections of media in an online classroom and enables learners to attach responses directly to them? a. Voice Thread b. Virtual reality c. Learning management system d. Gamification	[2]	CO1
Q4	What are the advantages of online learning? a. Increased employee engagement and motivation b. Standardized training for a dispersed audience c. Access to experts and visionaries d. All of the above	[2]	CO1
Q5	What is a performance support system (PSS)? a. A system that provides users with online access to job performance systems b. A system that enhances worker productivity through training	[2]	CO1

	<ul style="list-style-type: none"> c. A system that replaces the need for face-to-face training d. A system that automates tasks in the workplace 		
Q6	<p>What are the three options for the physical design of an HR system?</p> <ul style="list-style-type: none"> a. Build, buy, or outsource b. Customize, develop, or modify c. Implement, integrate, or optimize d. Purchase, lease, or license 	[2]	CO1
Q7	<p>What is the advantage of a cloud-based HR system?</p> <ul style="list-style-type: none"> a. It requires a large initial capital investment. b. It provides a single source of truth for HR data. c. It is not flexible in terms of configuration. d. It is independent of other HR systems 	[2]	CO1
Q8	<p>What is the purpose of an Applicant Tracking System (ATS)?</p> <ul style="list-style-type: none"> a. To develop a position description b. To post job openings on corporate websites or job boards c. To manage and track applicant information efficiently. d. To conduct interviews and make job offers. 	[2]	CO1
Q9	<p>Which of the following is a key design element for a powerful portal?</p> <ul style="list-style-type: none"> a. Ease of use b. Personalization c. Online decision support d. All of the above 	[2]	CO1
Q10	<p>FaceTime, Collaborate ultra and Go To meeting are examples of:</p> <ul style="list-style-type: none"> a. Social Media Tools b. Groupware Technologies c. Self Service Tools d. None of the Above 	[2]	CO1
<p>SECTION B 4Qx5M= 20 Marks</p>			
Q11	What are some advantages and disadvantages of Online Learning?	[5]	CO1
Q12	“Digitization of HR is always preceded by BPR”.Explain in brief.	[5]	CO2
Q13	What is the function of Applicant Tracking Systems in e Recruitment?	[5]	CO1
Q14	What are groupware technologies? Why are they used?	[5]	CO2
<p>SECTION-C 3Qx10M=30 Marks</p>			

Q15	What are the key future Workforce and Technology Trends	[10]	CO3
Q16	What are various Social Media tools used in Businesses and how can they be used? What are some risks of using them?	[10]	CO2
Q17	“Digital HR is a convergence of SMACI Technologies” Explain	[10]	CO3
SECTION-D 2Qx15M= 30 Marks			
Q18	You are working as Head of Digital HR in QualiCom and you have been tasked by the HR Head to develop an Excellent Employee Portal. What factors would you consider to design a portal and ensure it is actively used by the employees?	15	CO3
Q19	You have been hired by DataSoft as Head of Digital HR and your CEO has asked you to prepare a detailed roadmap for HR Technology . Explain in detail what steps would you take to come out with Technology roadmap for Data Soft.	15	CO4