



Name:

Enrolment No:

UPES

End Semester Examination, May 2025

Course: Digital HR

Program: BBA_Core_IV

Course Code: HRES2014P

Semester: 4

Time: 03 hrs.

Max. Marks: 100

Instructions: Attempt all questions.

SECTION A
10Qx2M=20Marks

| S. No. | | Marks | CO |
|--------|--|-------|-----|
| Q 1 | Which of the following best describes a Learning Management System (LMS)? A) A tool to manage payroll B) A platform for managing employee grievances C) A software application for the administration, tracking, and delivery of training programs D) A software for employee attendance | 2 | CO1 |
| Q 2 | In Digital HR, talent management primarily focuses on: A) Managing only senior-level employees B) Administrative tasks only C) Attracting, developing, and retaining talent using digital tools D) Conducting payroll activities | 2 | CO1 |
| Q 3 | Which of the following is not a feature of an LMS? A) Content creation B) Payroll processing C) Learner assessment D) Reporting and analytics | 2 | CO1 |
| Q 4 | Using digital platforms to post jobs and screen applicants is referred to as? | 2 | CO1 |

| | | | |
|--|---|---|-----|
| Q 5 | Key function of an HRIS is _____. | 2 | CO1 |
| Q 6 | Mobile learning is primarily used for: A) Learning through newspapers B) Accessing learning content via mobile devices anytime, anywhere C) Conducting only in-person training D) Learning through radio broadcasts | 2 | CO1 |
| Q 7 | Cloud-based HR systems offer: a) Local storage only b) Real-time access from anywhere c) Manual updates d) Limited scalability | 2 | CO1 |
| Q 8 | Which of the following is an example of E-recruiting? A) Posting job ads in local newspapers B) Using job portals like LinkedIn and Indeed C) Word-of-mouth referrals D) Attending walk-in interviews | 2 | CO1 |
| Q 9 | In Digital HR, knowledge management is enabled through paper files and manual data management instead of Cloud-based collaboration tools. (True/False) | 2 | CO1 |
| Q 10 | A major challenge in implementing digital HR systems is: A) Too many employees volunteering B) High cost of hiring interns C) Resistance to change and data security concerns D) Overuse of manual records | 2 | CO1 |
| <p style="text-align: center;">SECTION B 4Qx5M= 20 Marks</p> | | | |
| Q 11 | Define Digital Human Resources. How does it differ from traditional HR practices? | 5 | CO1 |

| | | | |
|---|---|----|-----|
| Q 12 | How can an LMS be aligned with organizational goals and employee performance metrics? | 5 | CO1 |
| Q 13 | Discuss the role of digital tools in storing and managing information of employees to ensure an efficient and effective knowledge management system. | 5 | CO1 |
| Q 14 | "A digital Talent Management System doesn't just manage people—it empowers them with data-driven direction." Justify the statement. | 5 | CO1 |
| SECTION-C 3Qx10M=30 Marks | | | |
| Q 15 | Consider a situation where you witnessed inconsistencies in learning content being delivered across different departments. How can an LCMS ensure content standardization and version control? | 10 | CO2 |
| Q 16 | Digital transformation in HR is not only about adopting new tools but also about changing organizational culture. Discuss this statement with reference to digital learning, e-recruitment, talent, and knowledge management. | 10 | CO2 |
| Q 17 | Performance reviews are often biased and inconsistent across departments. How can a digital TMS help ensure a fair and data-driven performance appraisal process? | 10 | CO2 |
| SECTION-D 2Qx15M= 30 Marks | | | |
| Q 18 | An IT firm named BytesNicon Private Limited has been experiencing rapid growth for the past 2 years. The CEO of the company has decided to consider expanding in terms of Human Resources to be able to deliver. In reference to that the company has expanded to over 500 employees across multiple locations. However, the HR department still relies heavily on manual processes for tasks such as employee records, payroll, leave tracking, and performance management. As a result, cases of frequent errors, delays in communication, data duplication, and employee dissatisfaction have been occurring quite often. Arising out of that situation Vinesh, the HR Manager of the company conducted a meeting with the board suggesting the use of the Human Resource Information System (HRIS) to digitalise HR operations. Considering it a good idea, the management has now approved the implementation of an HRIS. Later the new challenge appears in front of Vinesh, as an HR manager to plan and oversee the transition from traditional HR systems to an HRIS platform. | | |
| | 1) What steps Vinesh should consider ensuring a smooth transition from manual processes to implementing as HRIS? Also, suggest the key functions that should be included in the information system to meet the needs of BytesNicon Private Limited? | 15 | CO3 |
| | 2) How can data from the HRIS be used for strategic decision-making in areas such as Talent and Knowledge Management? | 15 | CO3 |