UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, May 2025

Course: Digital HR   Semester: IV
Program: MBA CORE SPZ HR   Time : 03 hrs.
Course Code: HRES 8030   Max. Marks: 100

Instructions: *Attempt All the Questions*

SECTION A
10Qx2M=20Marks

S. No.		Marks	CO
Q 1	Which of the following technologies is not a part of the SMACI framework? a) Analytics b) IoT c) Blockchain d) Mobile Devices	[2]	CO1
Q2	In an HR technology strategy, which component outlines "how" objectives will be achieved? a) Vision Statement b) Logistics c) Timeline d) Yearly Assessment	[2]	CO1
Q3	What is a primary benefit of using Virtual Reality (VR) in workplace training? a) Increased physical activity b) Replication of real-life experiences for skill practice c) Long duration lectures d) Cost reduction in e-recruitment	[2]	CO1
Q4	Which term refers to software that supports recruitment, tracking, and evaluation of applicants? a) LCMS b) HRBP c) ATS d) PLE	[2]	CO1
Q5	Which of the following is an advantage of a cloud-based talent management system? a) Fragmented data and high IT dependency b) Faster deployment and lower IT effort	[2]	CO1

	c) Requires constant hardware upgrades d) High capital costs		
Q6	"Communities of Practice" (CoPs) are used in Digital HR to: a) Track biometric attendance b) Outsource HR processes c) Foster collaborative learning and knowledge sharing d) Conduct payroll activities	**[2]**	**CO1**
Q7	What is the main focus of performance support systems (PSS)? a) Reward management b) Long-term classroom training c) On-demand learning and real-time task support d) Job evaluation	**[2]**	**CO1**
Q8	What is the key metric used in evaluating employee engagement? a) Number of new hires b) Feedback participation rate c) Ratio of revenue to expense d) Number of training modules assigned	**[2]**	**CO1**
Q9	An LMS differs from an LCMS primarily in that it: a) Creates and manages learning content b) Delivers and tracks learner progress c) Supports gamified simulations d) Uses AI to analyze feedback	**[2]**	**CO1**
Q10	Which of the following poses a legal risk when using social media in recruitment? a) Sourcing from LinkedIn b) Viewing candidate's posted comments c) Documenting decision rationale d) Making selection based on social profile alone	**[2]**	**CO1**
SECTION B **4Qx5M= 20 Marks**			
Q11	Describe the strategic role of HR Business Partners (HRBPs) in digital transformation.	**[5]**	**CO3**
Q12	What are some key features of a robust Employee Self-Service (ESS) portal?	**[5]**	**CO1**
Q13	How can big data and HR analytics help improve recruitment outcomes?	**[5]**	**CO2**
Q14	Explain the significance of "Data Cleansing" and the use of ETL in HR systems.	**[5]**	**CO4**
SECTION-C **3Qx10M=30 Marks**			
Q15	A large manufacturing company wants to shift its recruitment from traditional job boards to a fully digital and mobile-optimized process.	**[10]**	**CO3**

	What considerations should HR keep in mind while implementing an e-recruiting platform?		
Q16	Your organization has a large repository of outdated training content. As the L&D Head, how will you use LCMS to modernize learning delivery and improve engagement?	**[10]**	**CO2**
Q17	A firm has implemented groupware to support its hybrid workforce but reports low adoption. Suggest a roadmap to improve usage and effectiveness.	**[10]**	**CO4**

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SECTION-D
2Qx15M= 30 Marks

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Q18	**Case Study – Digital Transformation at Solvix Industries** Solvix Industries is a mid-sized global engineering firm with around 6,000 employees spread across Asia, Europe, and North America. The company has grown through acquisitions over the past decade, resulting in a fragmented HR structure with disparate legacy systems in payroll, recruitment, and performance management. Internal surveys show employee dissatisfaction with career progression visibility, inconsistent onboarding experiences, and unclear learning pathways. The new CHRO has proposed a complete shift to a cloud-based Human Capital Management (HCM) platform that includes modules for recruitment, onboarding, performance, learning, and compensation. The platform is expected to enable data-driven HR decisions, foster employee self-service, and support real-time collaboration across locations. However, the shift is facing internal resistance: • Line managers are wary of losing control over performance evaluations. • Employees fear surveillance and lack of personalization in learning. • IT is skeptical about data privacy across global jurisdictions. Meanwhile, the HR team lacks prior experience in managing such large-scale digital projects. The CHRO has set a 6-month timeline for strategy development and pilot implementation in two countries. **Questions:** a. As part of the HR Transformation team, outline a strategy to handle the resistance and align stakeholders around the benefits of the HCM platform. (15 marks) b. Identify the key components of the digital HR strategy you would recommend for Solvix. How would you measure success post-implementation? (15 marks)	**[30]**	**CO3**