

Name:

Enrolment No:



UPES

End Semester Examination, May 2025

Course: Artificial Intelligence in HR

Program: INT-BBA-MBA

Course Code: HRES3049

Semester: 6

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 Artificial Intelligence? A) Human-like emotions in machines B) Machines mimicking human intelligence C) Robots replacing all jobs D) Data storage in the cloud | 2 | CO1 |
| Q 2 | What is the key benefit of AI in recruitment? A) Decreasing data collection B) Eliminating the need for interviews C) Enhancing resume screening D) Reducing employee benefits | 2 | CO1 |
| Q 3 | AI in HRP mainly helps in: A) Manual job allocation B) Predictive workforce analytics C) Sending offer letters D) Designing job descriptions | 2 | CO1 |
| Q 4 | Which AI technology is commonly used for chatbot-based HR services? A) Blockchain B) Machine Learning C) Natural Language Processing (NLP) D) Robotics | 2 | CO1 |
| Q 5 | Which AI-driven concept is used to track employee emotions? A. Robotics B. Sentiment analysis C. Virtual reality D. Heat mapping | 2 | CO1 |
| Q 6 | In performance management, AI tools are used for: | 2 | CO1 |

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| | A) Random employee evaluation B) Biased feedback C) Continuous performance tracking D) Replacing charts | | |
| 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 | AI in HR is least effective in: A) Repetitive task automation B) Real-time data analysis C) Empathetic conflict resolution D) Employee engagement analysis | 2 | CO1 |
| Q 9 | What does “Explainable AI” refer to in HRM context? A) Easy-to-use AI interfaces B) AI that can explain its decisions C) AI that requires human translation D) Open-source AI | 2 | CO1 |
| Q 10 | Which of the following is an example of AI bias in HR? A) AI tool ignoring resume gaps B) AI hiring based on skill set C) AI favouring one gender due to historical data D) AI ranking all candidates equally | 2 | CO1 |
| SECTION B 4Qx5M= 20 Marks | | | |
| Q 11 | Define Artificial Intelligence and put forward its relevance in the field of Human Resource Management. | 5 | CO1 |
| Q 12 | How has AI transformed Human Resource Planning (HRP) with example? | 5 | CO1 |
| Q 13 | Discuss the role of AI tools in storing and managing information of employees to ensure efficient and effective talent management. | 5 | CO1 |
| Q 14 | "The future of HR lies in the combination of human intuition and artificial intelligence." Justify the statement | 5 | CO1 |
| SECTION-C 3Qx10M=30 Marks | | | |
| Q 15 | A-One Talent Solutions, a multinational firm, is struggling to identify high-potential employees for leadership roles. How can AI-based talent analytics assist in this situation? | 10 | CO2 |
| Q 16 | Consider your company is shifting from the annual review system to continuous performance management. What AI tools would be helpful in supporting the transition and how these AI tools will help in real-time performance tracking and feedback? | 10 | CO2 |

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| Q 17 | A personalized learning programme has to be designed for upskilling employees. Suggest how can AI tools be utilized to perform training needs assessment and to create learning content based on individual performance and preferences. | 10 | CO2 |
| <p align="center">SECTION-D 2Qx15M= 30 Marks</p> | | | |
| Q 18 | HR Alliance Private Limited, an HR solutions firm, has expanded its functions and operations in various locations due to which the workload has increased. So, in order to make an effort to streamline HR functions the firm decided to initiate the usage of AI-powered HRIS. Therefore, promotion decisions were evaluated by the AI system based on employee profiles and recommend individuals for career advancement. Further, due to time constraints, managers begin to solely rely on the AI's suggestions, bypassing interviews or peer reviews. Eventually, a whistleblower reveals that some highly qualified employees were repeatedly overlooked. | | |
| | 1) Explain the ethical risks of removing human oversight from promotion and career advancement decisions. | 15 | CO3 |
| | 2) Do you think that there exists a need to pursue a hybrid approach while using AI in critical HR functions. Also, how can organizations maintain fairness, inclusivity, and accountability with growing dependency on AI based softwares? | 15 | CO3 |