UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, May 2022

Course: Digital HR   **Semester: II**
Program: MBA CORE SPZ HR   **Time : 03 hrs.**
Course Code: HRES 7017   **Max. Marks: 100**

Instructions:

SECTION A
10Qx2M=20Marks

S. No.		Marks	CO
Q 1	Self Service Portals have the end goal of supporting : a. All Employees b. HR employees c. Customers d. Sales Team	[2]	CO1
Q2	BYOD policies are with respect to which devices in Digital HR? a. Desktops b. Mobile Phones c. Laptops d. None of the Above	[2]	CO1
Q3	Which is a common convergence point for SMACI in Digital HR a. Data b. Analytics c. Mobile d. Security	[2]	CO1
Q4	Which role does HR play as a Strategic Business Partner? a. Consultant b. Change Agent c. Project Manager d. All the Above	[2]	CO1
Q5	Which of the following Social Networks is least popular with businesses? a. YouTube b. Facebook	[2]	CO1

	c. Twitter d. LinkedIn		
Q6	ATS systems as part of e Recruitment stands for : a. Application Training Systems b. Applicant Tracking Systems c. Application Tracking Systems d. Application Training Systems	**[2]**	**CO1**
Q7	Old systems which are used by any organization to handle it's HR processes are generally called a. Cloud Systems b. Legacy Systems c. ERP Systems d. Mobile Systems	**[2]**	**CO1**
Q8	Which of the following are HR dashboards used for? a. Reporting HR Metrics only b. Reporting Business Metrics only c. Reporting Both d. None of the Above	**[2]**	**CO1**
Q9	FaceTime, Collaborate ultra and Go To meeting are examples of : e. Social Media Tools f. Groupware Technologies g. Self Service Tools h. None of the Above	**[2]**	**CO1**
Q10	Which relationships are important for HR as strategic Business Partners? a. Internal Stakeholders b. External Experts c. Both d. None of the above	**[2]**	**CO1**
SECTION B **4Qx5M= 20 Marks**			
Q11	"Digital HR is changing the traditional roles and expectations from HR"… Explain in brief.	**[5]**	**CO3**
Q12	What does SMACI in Digital HR mean? Explain in brief	**[5]**	**CO1**
Q13	What is Gamification of Learning? Explain	**[5]**	**CO2**
Q14	What are various methods of Data Cleaning used in migration from Legacy to Cloud Systems?	**[5]**	**CO4**

	SECTION-C 3Qx10M=30 Marks		
Q15	"Recruiting has been revolutionized by Digital Technology adoption." Elaborate the statement with respect to current trends in e Recruitment	[10]	CO3
Q16	"For Digital HR to become a reality HR should now become a strategic Partner." Comment and elaborate on the statement and role of HR as a Strategic Partner	[10]	CO2
Q17	What is the relationship between Knowledge Management and Digital HR? Explain	[10]	CO4
	SECTION-D 2Qx15M= 30 Marks		
Q18	Explain in detail the Impact of Social Media applications on various HR processes? What are the legal and other risks which an organization needs to minimize while implementing Social Media and How can they do it? Elaborate.	15	CO3
Q19	Explain the various factors you should consider while designing an Employee Portal. What are the benefits of extending this Portal to the mobile environment? Explain in detail.	15	CO4