UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, May 2023

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	Which is true for ESS and MSS? a. They are for All Employees b. MSS is for employees c. ESS is for employees d. ESS is for Managers	**[2]**	**CO1**
Q2	BYOD stands for a. Bring Your Own Data b. Buy your Own Device c. Buy your Own Data d. Bring Your Own Device	**[2]**	**CO1**
Q3	SMACI in Digital HR converges at which point? a. Data b. Analytics c. Mobile d. Security	**[2]**	**CO1**
Q4	Training employees for new technologies is done in which of the following roles? a. Consultant b. Change Agent c. Project Manager d. All the Above	**[2]**	**CO1**
Q5	Social Networks are used today for which processes? a. Recruitment	**[2]**	**CO1**

	b. Training and Learning c. Creating Communities of Practices d. All the Above		
Q6	Which is true of ATS systems in e Recruitment a. They are used for handling large applicant data b. They interface with Job Requisition process c. They can automate pushing jobs to external job portals d. All of the Above	[2]	CO1
Q7	Which is the following is the latest Landscape of Talent Management Systems? a. ERP Systems b. Legacy Systems c. Cloud based systems d. None of the Above	[2]	CO1
Q8	Which is not true for HR Dashboards? a. They should be easy to understand by users b. They should report key HR Metrics c. They should be accessed by key leaders d. They should only have graphs and no tables	[2]	CO1
Q9	Groupware technologies are useful for a. Virtual Collaboration b. Social Learning c. Knowledge management d. All the Above	[2]	CO1
Q10	Which of the following are key future technology trends in Digital HR? a. Social Media b. Big Data Analytics c. Block Chain d. All of the Above	[2]	CO1
SECTION B **4Qx5M= 20 Marks**			
Q11	What are some advantages and disadvantages of using Gamification in Learning?	[5]	CO3
Q12	"Digitization of HR is always preceded by BPR"..Explain in brief.	[5]	CO1
Q13	What is the function of Applicant Tracking Systems in e Recruitment?	[5]	CO2

Q14	What are groupware technologies? Why are they used ?	**[5]**	**CO4**
SECTION-C **3Qx10M=30 Marks**			
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]**	**CO4**
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**