

[ This question paper contains 8 printed pages.]

Your Roll No \_\_\_\_\_

Sr. No. of Question Paper : 7943  
Unique Paper Code : 2413080031  
Name of the Paper : Technology in HR  
Type of Paper : Discipline Specific Elective (DSE)  
Semester : VIII (UGCF)  
Name of the Course : B.Com (H)

**Duration: 3 hours**

**Maximum Marks: 90**

**Instructions for Candidates**

- A. Write your Roll No. on the top immediately on the receipt of Questions paper
- B. Attempt all questions. Part of the questions to be attempted together.
- C. All questions carry equal marks.
- B. Answers may be written either in English or Hindi; but the same medium should be used throughout the paper.

**Q. No: 1.**

- (a). Discuss the role of technology in transforming HR practices. Highlight the benefits and potential risks associated with increased automation.
- (b). Discuss the role of Artificial Intelligence (AI) and Machine Learning (ML) in transforming HR processes. Provide real-world applications in recruitment and employee management.

**Or**

- (a) Analyse the strategic impact and importance of HR technology in improving organizational agility and responding to market changes.
- (b) Define E-HRM (Electronic Human Resource Management). Explain its key features, advantages, and challenges in modern organizations.

(9+9)

**Q. No: 2.**

- (a) Explain how HRIS supports data-driven decision-making in organizations. Illustrate with real life examples of corporations.
- (b) Explain the tools like Application Tracking System, Learning Management Systems and Autonomous Artificial Intelligence used in Human Resource

**Or**

- (a). What is meant by Artificial Intelligence? Explain the Key technologies behind Artificial Intelligence used in Human Resource Management.
- (b). What is Digital HR Transformation in HR functions? Explain the Digital Transformation in Onboarding and Training by giving examples

(9+9)

**Q. No: 3.**

- (a) Explain the impact of Digital HR Transformation on organizational effectiveness and competitiveness.
- (b) Explain the integration of ERP with HRIS and other digital technologies. How does this integration improve organizational performance?

**Or**

- (a). What do you understand by Enterprise Resource Planning? Why ERP matters? Explain the pitfalls in ERP
- (b). Discuss the impact of challenges in Digital Transformation in Performance Management and Decision-making.

(9+9)

**Q. No: 4.**

- (a) Discuss the regulatory and legal issues related to the use of technology in HR. Include data privacy, cybersecurity, and labor law implications.
- (b) What is HR Metrics? Discuss the HR Metrics used by Organizations.

**Or**

- (a). Elucidate the significant technological trends that are reshaping the entire industry and business landscape, as they converge to establish completely new ecosystems of innovation.
- (b). Explain how cloud-based HR systems and remote working tools together redefine HR service delivery models.

(9+9)

**Q. No: 5 (a).**What constitutes HR Administration? Describe the relationship between HR Administration and Human Resource Information System (HRIS)

(b) Discuss the concept of future HR technologies in detail. How will they redefine recruitment, training, performance management, and employee engagement?

**Or**

(a) Explain the impact of remote working on HR policies and practices. How has HR adapted to manage virtual employees effectively?

**(b) Case Study: Case Study:**

Company XYZ is a value-based organization. The company experienced positive growth in the last five years: it grew its employee base from 30 to just under 100 and maintained a roster of 30 subcontractors/freelancers. Until early 2022, the accounting system was used for employee expenses and payroll. Recruitment, employee files, performance review and other employee data management functions were still done manually. Furthermore, reporting and benefits administration were handled by two other systems. Unsurprisingly, employee timesheets and time off requests were managed using Excel and email. The Accounting team spent endless hours every month managing multiple systems, retrieving information from one system to feed into another, and ensuring data integrity and accuracy. Managers were concerned about the inefficiency and security risk of the current method. Additionally, leaders contemplated the need for better decision-making and future scalability as the company projects a 60 - 70% headcount growth in the coming three years.

The company appointed **BadaB Consulting Inc.** This BadaB Consultancy provides a wide range of human resources solutions, including Strategic HR and Succession Planning, Organizational Design & Development, Merger & Acquisition Support, Recruitment, Skills Development Training, Compensation Design, Performance Management, Workplace Investigation, Policy Development, etc.

After implementations, HRIS has saved \$1.2 million per year simply by mitigating the company's printing and mailing costs through the implementation of an online enrollment system. The online HR software system has been tremendously well-received by employees who can now research program information and access decision support tools from their own homes.

The HRIS system brings efficiency and accuracy in maintaining the accounts and facilitate to enter the accounting data immediately with minimum human efforts.

### Questions

1. What was the problem faced by the XYZ company?
2. What's necessitates by the company to implement HRIS?
3. What is the result of implementation of HRIS?

(9+9)

प्रश्न संख्या: 1.

(अ). एचआर (HR) प्रथाओं को बदलने में तकनीक की भूमिका पर चर्चा कीजिए। बढ़ती ऑटोमेशन (स्वचालन) से जुड़े लाभों और संभावित जोखिमों पर प्रकाश डालें।

(ब). एचआर प्रक्रियाओं को बदलने में आर्टिफिशियल इंटेलिजेंस (AI) और मशीन लर्निंग (ML) की भूमिका पर चर्चा कीजिए। भर्ती और कर्मचारी प्रबंधन में इसके वास्तविक दुनिया के अनुप्रयोग प्रदान कीजिए।

अथवा

(अ) संगठनात्मक स्फूर्ति (agility) में सुधार और बाजार परिवर्तनों पर प्रतिक्रिया देने में एचआर तकनीक के रणनीतिक प्रभाव और महत्व का विश्लेषण कीजिए।

(ब) ई-एचआरएम (Electronic Human Resource Management) को परिभाषित कीजिए। आधुनिक संगठनों में इसकी प्रमुख विशेषताओं, लाभों और चुनौतियों की व्याख्या कीजिए।

प्रश्न संख्या: 2.

(अ) समझाएं कि एचआरआईएस (HRIS) संगठनों में डेटा-आधारित निर्णय लेने में कैसे सहायता करता है।

निगमों के वास्तविक जीवन के उदाहरणों के साथ स्पष्ट कीजिए।