

**Centre for Distance and Online Education  
MMS Programme: Semester – III (2022-2024)  
Human Resources Specialization**

**Subject: Human Resource Planning and Application of Technology in HR**

**75 Marks**

**Q.P. Code: 00005437**

**Instructions**

1. Q1 (20 marks) and Q8 (15 marks) is compulsory
  2. Attempt Any Four (40 marks) out of Q2, Q3, Q4, Q5, Q6 and Q7
  3. Students have to attempt any four out of the remaining six questions and within each question; students have to attempt any two out of three sub – questions. Each sub – question would carry 05 Marks
  4. Figures to the right indicate full marks
  5. Draw neat diagrams wherever necessary
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**Q1. Is compulsory (20 marks)**

PQR Corporation is a multinational retail company with operations in multiple countries. With a workforce comprising thousands of employees, the company recognizes the importance of leveraging human resource analytics to make data-driven decisions and improve HR strategies. By harnessing the power of analytics, PQR Corporation aims to enhance talent acquisition, optimize employee performance, and increase overall organizational effectiveness.

**Questions:**

1. How does PQR Corporation utilize human resource analytics in talent acquisition? Provide specific examples of how data analysis supports the recruitment and selection process. (5 marks)
2. In what ways does PQR Corporation use human resource analytics to optimize employee performance? Explain how data-driven insights contribute to performance management and employee development. (5 marks)
3. Can you highlight an instance where human resource analytics helped PQR Corporation identify trends or patterns related to employee engagement or turnover? How did the company use this information to improve employee retention and satisfaction? (5 marks)

4. How does PQR Corporation measure the impact and effectiveness of its human resource analytics initiatives? Discuss the key metrics or indicators used to evaluate the success of analytics-driven HR strategies. (5 marks)

Note: Since the case study does not provide specific details or outcomes, the answers to the questions will be hypothetical examples of how PQR Corporation could use human resource analytics.

**Q2 Any two from (a) or (b) or (c) (10 Marks)**

- (a) Elaborate on the trends in Human Resource Planning. (5 Marks)
- (b) Briefly explain the Job design factors. (5 Marks)
- (c) How is Demand ascertained in Human Resource Management. (5 Marks)

**Q3 Any two from (a) or (b) or (c) (10 Marks)**

- (a) How is Supply ascertained in Human Resource Management. (5 Marks)
- (b) Use of Analytics in business (5 Marks)
- (c) Explain Information Systems Applications (5 Marks)

**Q4 Any two from (a) or (b) or (c) (10 Marks)**

- (a) Explain the 'The Future of Diversity – A Global Perspective. (5 Marks)
- (b) Write a short note on Job analysis interviews (5 Marks)
- (c) Explain e- recruitment and selection (5 Marks)

**Q5 Any two from (a) or (b) or (c) (10 Marks)**

- (a) What are the types of employment tests (5 Marks)
- (b) Explain executive talent search (5 Marks)

(c) Explain Age and gender as a dimension of workforce diversity (5 Marks)

**Q6 Any two from (a) or (b) or (c) (10 Marks)**

(a) What are the types of HRIS (5 Marks)

(b) What are the methods of talent management (5 Marks)

(c) What are the key components of performance management (5 Marks)

**Q7 Any two from (a) or (b) or (c) (10 Marks)**

(a) What are the tools for business analytics (5 Marks)

(b) What are the key benefits of business analytics (5 Marks)

(c) What are the steps that a business can take in order to become a persuasive HR function through HR analytics (5 Marks)

**Q.8 Short Notes:**

**Write short notes on any three of the following (15 marks):**

1. Indicators and trends in Human Resource Planning.(5 marks)
2. Employment tests in the selection process.(5 marks)
3. Systemic and individual diversity change initiatives.(5 marks)
4. Use of analytics in recruitment and selection.(5 marks)

**Note:**

**A Student has to separately secure minimum 50% marks in the Internal assessments and secure minimum 50% marks in the Semester End Examination in every subject to be declared as Pass.**