

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: 00005438**

**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)**

XYZ Inc. is a company in the technology sector that has been around for over 20 years. The company has seen steady growth and success, but recently, there has been a shift in the industry, which has led to some challenges. The company's leadership team has recognized the need for human resource planning to ensure that the company has the right talent in place to continue to succeed.

The HR team conducted a detailed analysis of the current workforce, including skills, experience, and education. They also looked at industry trends, competitors, and upcoming projects to determine the company's future workforce needs. Based on this analysis, they identified the following three goals for their human resource planning:

**Questions:**

1. Develop a comprehensive employee training program to bridge any skill gaps and to keep up with the changing industry. (5 marks)
2. Hire highly-skilled professionals to fill critical roles in the company and retain them through competitive salary and benefits packages. (5 marks)
3. Create a diverse and inclusive workplace that reflects the diversity of their clients and customers. (5 marks)
4. What specific challenges is XYZ Inc. facing in the technology sector that necessitate human resource planning? (5 marks)

**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.
2. Employment tests in the selection process.
3. Systemic and individual diversity change initiatives.
4. Use of analytics in recruitment and selection.

**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.**