

- (b) Application of HRIS in managing HR administrative activities.
- (c) Relevance of digital onboarding tools in HR decision making
- (d) Consequences of digital burnout in modern work environments
- (e) Gender sensitization and work-life balance in contemporary organizations.

[This question paper contains 4 printed pages.]

Your Roll No.....

Sr. No. of Question Paper : 9935

K

Unique Paper Code : 2413200017

Name of the Paper : Technology in HR

Name of the Course : B.A. (Prog.) UGCF

Semester : VII DSE

Duration : 3 Hours

Maximum Marks : 90

Instructions for Candidates

1. Write your Roll No. on the top immediately on receipt of this question paper.
 2. Attempt all questions.
 3. Parts of a question to be attempted together.
 4. Each question carries 18 marks.
 5. Use of Calculator not applicable.
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1. (a) Explain how E-HRM differs from traditional HRM with example. (9)
(b) Describe the challenges faced by Organisations

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while adopting HR technologies (9)

OR

(c) Discuss how cloud computing has changed HR functions with examples. (9)

(d) "ICT helps HR managers in taking better decisions? Explain this statement by emphasizing the importance of ICT in HR functions. (9)

2. (a) Explain HRIS and its importance in HRM. (9)

(b) Describe different types of HR metrics and explain how they help improve company performance. (9)

OR

(c) Why do companies need an HRIS? What problems does an organization face while implementing it. (9)

(d) Explain how modern trends like AI, Cloud and Mobile are making HRIS more useful for organisations. (9)

3. (a) Explain the challenges an HR manager faces in Digital Transformation of a company and its impact on Performance Management. (9)

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(b) Describe the advantages and common pitfalls of implementing ERP. (9)

OR

(c) Discuss the key technologies used in Digital HR Transformation and explain their impact on HR functions (9)

(d) Discuss how ERP improves HR operations and decision making in organisations. (9)

4. (a) Discuss Blockchain as an emerging trend in HR for verification and data security. (9)

(b) Evaluate the impact of Virtual and Augmented Reality in HR training. (9)

OR

(c) Discuss the role of HR in fostering digital culture and innovation. (9)

(d) Examine the factors contributing to the emergence of hybrid and remote working models. (9)

5. Write notes for the following (any 3): (6x3=18)

(a) Use of Chatbots in Employee Support.

P.T.O.