UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, Jun 2021

Course: Digital HR   Semester: II
Program: MBA HR SPZ   Time: 03 Hours
Course code: HRES 7017   Max. Marks: 100

SECTION A

1. **Each Question will carry 5 marks**
2. **Instruction : Select the most appropriate answer**

		Marks	CO
Q 1	Self Service Portals have the end goal of supporting : a. All Employees b. HR employees c. Customers d. Sales Team	**[5]**	**CO1**
Q2	BYOD policies are with respect to which devices in Digital HR? a. Desktops b. Mobile Phones c. Laptops d. None of the Above	**[5]**	**CO1**
Q3	Which is a common convergence point for SMACI in Digital HR a. Data b. Analytics c. Mobile d. Security	**[5]**	**CO1**
Q4	Which role does HR play as a Strategic Business Partner? a. Consultant b. Change Agent c. Project Manager d. All the Above	**[5]**	**CO1**
Q5	Which of the following Social Networks is least popular with businesses? a. YouTube b. Facebook c. Twitter d. LinkedIn	**[5]**	**CO1**

Q6	ATS systems as part of e Recruitment stands for :
	
	   a. Application Training Systems
	   b. Applicant Tracking Systems
	   c. Application Tracking Systems
	   d. Application Training Systems
		[5]	**CO1**

SECTION B

1. **Each Question will carry 10 marks**
2. **Write short / brief notes**

Q7	Explain briefly the various steps you would take to build HR Technology Strategy for an organization.	**[10]**	**CO3**
Q8	What are the factors you would consider to design a mobile learning environment for your organization? Explain in brief.	**[10]**	**CO2**
Q9	"Recruiting has been revolutionized by Digital Technology adoption." Elaborate the statement with respect to current trends in e Recruitment	**[10]**	**CO2**
Q10	"For Digital HR to become a reality HR should now become a strategic Partner." Comment and elaborate on the statement and role of HR as a Strategic Partner	**[10]**	**CO4**

Q11	Write a Short Notes on Any Two of the following:
	   a. Knowledge Management and Digital HR
	   b. Use of SMACI in Digital HR
	   c. Future Workforce and Technology Trends
		[10]	**CO3**

SECTION C

1. **Each Question carries 20 marks**
2. **Instruction : Write Long Answer**

Q12	Explain in detail the Impact of Social Media applications on various HR processes? What are the legal and other risks which an organization needs to minimize while implementing Social Media and How can they do it? Elaborate. OR Explain the various factors you should consider while designing an Employee Portal. What are the benefits of extending this Portal to the mobile environment? Explain in detail.	**[20]**	**CO4**