

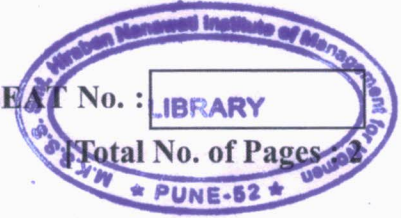
Total No. of Questions : 5]

**PD2732**

**[6430]-82**  
**S.Y.M.B.A.**

SEAT No. : **LIBRARY**

Total No. of Pages



**404 -HR SC-HRM-06 : Current Trends and Cases in Human  
Resource Management  
(2019 Revised Pattern) (Semester-IV)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

- 1) *All Questions are compulsory.*
- 2) *Each Question has an internal choice.*
- 3) *Each question carries 10 marks.*

**Q1)** Solve any five:

**[5×2=10]**

- a) What does HR trends primarily focus on?
  - i) Historical HR practices
  - ii) Future HR developments
  - iii) Current HR regulations
  - iv) Talent management
- b) What is the main impact of digital disruption on HR trends?
  - i) Simplifying HR processes
  - ii) Maintaining traditional HR practices
  - iii) Isolating HR from technological advancements
  - iv) Promoting traditional HR practices.
- c) Explain inclusive leadership.
- d) Define talent analytics (U2)
- e) Define employee engagement
- f) Define the term of workforce diversity.
- g) Define Digital Disruption
- h) Define organizational culture

**P.T.O.**

**Q2) Write short note (Any 2)**

**[2×5=10]**

- a) Benefits of Technology-Enabled Training methods.
- b) Employee experience platforms.
- c) Establishing Gender parity & pay equality.

**Q3) Answer any one question:**

**[10]**

- a) Discuss Digital Disruptions & its impact on HR trends.
- b) Elaborate cloud & mobile-enabled HR solutions.

**Q4) Answer any one question:**

**[10]**

- a) Explain the strategies organizations can adopt to address changing skill requirements & promote family work life balance in the workplace.
- b) Provide a comprehensive overview of how current HR trends enhance organizational culture & effectiveness, employee performance & satisfaction.

**Q5) Answer any one question:**

**[10]**

- a) XYZ corporation, a leading tech company, is facing challenges in attracting & retaining top talent due to out dated HR processes. The HR department is considering implementing technological interventions to streamline their HR processes.
  - i) How can Artificial Intelligence be utilized in recruitment to improve efficiency & effectiveness
  - ii) How might cloud & mobile-enabled HR solutions enhance accessibility & flexibility in HR management for XYZ corporation?
- b) NETCO is IT software development company. It has total 50 branches in 10 countries in various cities. The company was at its top position one year back but due to continuous changes in hardware, software & AI technologies, employees need to learn continuously & adopt new changes to keep business growing. As a HR manager of Global company can you suggest suitable technology enabled training & development strategies for its employees to sustain the business. Discuss also kind of technologies to be used to train the employees.





Total No. of Questions : 5]

PB4739

[6201]-412

Second Year M.B.A.

**404-HR-SC-HRM-06 : CURRENT TRENDS AND CASES IN  
HUMAN RESOURCE MANAGEMENT  
(2019 Revised Pattern) (Semester - IV)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) All questions are compulsory.
- 2) Each question has an internal choice.
- 3) Each question carries 10 marks.

**Q1)** Solve any five

[5×2=10]

- a) Define Holistic HR.
- b) Define cloud computing.
- c) Define work life balance.
- d) Define Decentralization of work.
- e) Define succession planning.
- f) Define Employee Engagement.
- g) Which analysis uses HR historical data to fore cast future opportunities.
  - i) Descriptive Analysis
  - ii) HR Analysis
  - iii) Predictive Analysis
  - iv) Prescriptive Analysis
- h) What is the primary purpose of feedback tools in HR management.
  - i) Decreasing employee engagement
  - ii) Improving employee performance
  - iii) Discouraging communication
  - iv) Developing organization culture.

**Q2)** Write short note on (Any 2)

[2×5=10]

- a) Explain the challenges faced by today's HR manager.
- b) Discuss any two employee wellness apps in details.
- c) Illustrate various reasons for Gender pay disparity.

P.T.O.



**Q3) Answer any one question. [10]**

- a) Discuss the role of Artificial Intelligence in recruitment process. Explain how AI can enhance efficiency & effectiveness in talent acquisition.
- b) Elaborate what strategies organizations can adopt to foster employee engagement. Illustrate the importance of employee engagement.

**Q4) Answer any one question. [10]**

- a) Analyse the impact of digital disruption on HR trends.
- b) Elaborate how to cater employee expectations & changing skills requirement with the help of digital transformation.

**Q5) Answer any one question. [10]**

- a) As the HR head of growing company, you are tasked with enhancing HR functions through the adoption of current HR trends. Develop a comprehensive HR enhancement plan to utilize technological interventions to streamline HR processes, enhance recruitment & selection & improve training & development.
- b) ABC Inc. has recently expanded its operations globally & is now dealing with a diverse workforce. However the HR department is struggling to effectively manage the workforce diversity & ensure inclusion & equity across the organization.
  - i) What are the potential challenges faced by ABC Inc. in managing workforce diversity.
  - ii) How might ABC Inc. promote family work life balance among its employees to enhance retention & productivity?

