

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.

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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?

