KUMARAGURU
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Register Number: …………………

MBA DEGREE EXAMINATIONS: NOV/DEC 2023

(Regulation 2021)

Third Semester

MASTER OF BUSINESS ADMINISTRATION

P21MBE0173**:** AI - HRIS

COURSE OUTCOMES

CO1: Demonstrate the knowledge of AI – HRIS concepts.

CO2: Interpret the impact of AI – HRIS concepts for Organisational development.

CO3: Demonstrate an Understanding AI & HRIS tools.

CO4: Identify and strategically formulate reports.

Time: Three Hours   **Maximum Marks: 100**

PART A (1Q x 20M = 20 Marks) Case Study - Compulsory

1   XYZ Corporation, a global leader in the tech industry, recognized the need to modernize   CO4   [K6] its HR processes to adapt to the dynamic market conditions. The company decided to implement a robust HRIS to optimize its human resource management. The HRIS implementation involved the integration of various modules, including data management, reporting, and analytics. The system facilitated the seamless flow of data across different HR functions, from recruitment and onboarding to employee performance management. One of the key challenges faced by XYZ Corporation was the presence of inconsistent and inaccurate data in its existing HR database. The implementation team focused on cleaning and manipulating the data to ensure its accuracy and reliability. This involved standardizing formats, resolving discrepancies, and eliminating duplicate entries. The HRIS enabled the generation of comprehensive corporate HR reports and dashboards. HR managers could now access real-time data on key metrics such as employee engagement, turnover rates, and workforce demographics. This provided valuable insights for strategic decision-making. To enhance the analytical capabilities of the HR team, a basic statistical tool was integrated into the HRIS. This tool allowed HR professionals to perform basic statistical analyses on employee data, helping identify trends, correlations, and areas for improvement. The HRIS's workforce analytics module empowered XYZ Corporation to delve deeper into workforce trends. By analyzing data on employee performance, skill development, and training effectiveness, the HR team gained actionable insights to optimize talent management strategies. The implementation of HRIS at XYZ Corporation marked a significant leap in HR efficiency, enabling data-driven decision-making and strategic workforce planning.

     A.   How did the basic statistical tool contribute to HR analytics, and what specific analyses could be conducted using this tool?

B. In what ways did the HRIS implementation address challenges related to data accuracy and consistency in the HR database, and what steps were taken during the data cleaning and manipulation process?

PART B (10Q x 2M = 20 Marks)

2	Explain the significance of implementing AI tools in HR.	CO2	[K₁]
3	Define artificaial intelligence.	CO1	[K₁]
4	Name two ethical considerations and potential risks of AI integration in HR processes.	CO1	[K₁]
5	Define workforce analytics.	CO1	[K₁]
6	What is mitigating bias in AI HRIS?	CO1	[K₁]
7	Recall predictive analytics.	CO1	[K₁]
8	List four ststistical tool for HR analytics.	CO1	[K₁]
9	Recall the four types of HR analytics.	CO2	[K₁]
10	List any four charts and graphs used for data reporting.	CO1	[K₁]
11	How can AI assist in human decision making?	CO2	[K₁]

PART C (3Q x 20M = 60 Marks) Answer Any Three Questions Only

12	Choose an AI tool used in HR and critically assess its impact on HR processes. Evaluate its strengths and weaknesses, considering factors such as accuracy, efficiency, and potential biases. Propose recommendations for optimizing its usage.	CO2	[K₆]
13	a. Discuss the role of predictive HR analytics in shaping strategic decision-making. b. Explain the significance of reporting and data visualization in conveying insights to stakeholders. c. Provide examples of effective graphs and charts used in HR analytics.	CO3	[K₆]
14	Gamma Innovations, a dynamic tech company, recently implemented an HRIS to enhance employee engagement. Evaluate the role of HRIS in optimizing employee engagement through effective data management, cleaning processes, corporate HR reports, statistical tools, and workforce analytics.	CO4	[K₆]
15	Eloberate the technological considerations and risks associated with the use of AI tools in HR. Discuss the importance of responsible AI usage, and potential biases, and propose strategies to mitigate bias in the HR processes.	CO2	[K₆]

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