



MBA DEGREE EXAMINATIONS: NOV / DEC 2024

(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 (10Q x 3M = 30 Marks)

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| 1. | Define Artificial Intelligence (AI) and explain its relevance in Human Resource Information Systems (HRIS). | CO1 | [K ₂] |
| 2. | Explain how AI can influence decision-making processes in HR management. | CO2 | [K ₂] |
| 3. | What is data cleaning, and why is it important in HRIS data management? | CO3 | [K ₁] |
| 4. | What is the role of dashboards in corporate HR reports. | CO4 | [K ₁] |
| 5. | List two AI tools commonly used in HR and their primary purposes. | CO3 | [K ₁] |
| 6. | Outline the risks associated with using AI tools in HR management. | CO3 | [K ₂] |
| 7. | What is predictive HR analytics, and how does it assist HR professionals? | CO4 | [K ₁] |
| 8. | Explain the importance of data visualization in HR reporting. | CO4 | [K ₂] |
| 9. | How can AI mitigate bias in HR processes? | CO2 | [K ₁] |
| 10. | Show the key elements required for responsible usage of AI in HR. | CO3 | [K ₂] |

PART B (5Q x 10M = 50 Marks)

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| 11. | Analyze the role of AI throughout the HR life cycle, providing examples of its applications in recruitment, performance management, and employee retention. | CO2 | [K ₄] |
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12. Examine the importance of workforce analytics in modern HR. How can organizations benefit from integrating HRIS and workforce analytics tools? CO2 [K₄]
13. Evaluate the ethical implications of using AI tools in HR. How can HR professionals ensure AI tools are used responsibly to mitigate bias and support diversity and inclusion? CO3 [K₅]
14. Explain the process of creating a predictive HR analytics report, highlighting the role of data exploration, graphs, and charts in decision-making. CO4 [K₅]
15. Compare and contrast the advantages and challenges of using AI-based HRIS compared to traditional HRIS. CO1 [K₄]

PART C (1Q x 20M = 20 Marks) Case Study

16. You are the HR manager of a company that has recently implemented an AI-based HRIS. The system is designed to handle recruitment, performance appraisals, and employee engagement through AI-powered analytics. However, several employees have raised concerns about the system's decision-making process and potential bias in promotions and appraisals. CO2 [K₆]
- a) Evaluate the situation by assessing the potential risks of using AI in HR decision-making.
- b) How can you address the employees' concerns while ensuring that the AI-based HRIS operates ethically and responsibly?
- c) Propose strategies to mitigate bias and improve the transparency of AI-powered decision-making processes in the HR life cycle.
