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 Organizational development.

CO3: Demonstrate an Understanding AI & HRIS tools.

CO4: Identify and strategically formulate reports.

Time: Two Hours   **Maximum Marks: 50**

PART A (1 x 10 = 10 Marks)

1.	Examine the future challenges for HR professionals with the advancement of AI technologies. Analyze the skills and mindset changes that HR professionals should adopt and develop to be effective in the future.	CO2	[K_4]

PART B (5 x 2 = 10 Marks)

2.	What is Artificial intelligence in the context of HR?	CO1	[K_1]
3.	Illustrate the differences between traditional HRIS and AI-powered HRIS with examples.	CO1	[K_1]
4.	Define Data Management. List down the steps involved in Data Management.	CO1	[K_1]
5.	Outline any 3 functions of an HR analytics report.	CO1	[K_1]
6.	What ethical considerations should be taken into account while implementing AI in the HR function of an Organization?	CO1	[K_1]

PART C (3 x 10 = 30 Marks)

7.	Integrating AI into existing HRIS can be complex. Discuss the key challenges organizations face when implementing AI-driven solutions in their HRIS platforms? Elaborate the best practices for a successful AI integration and how HR professionals can ensure a smooth transition to AI-enhanced systems.	CO1	[K_6]

8. AI in HRIS results in increased monitoring and surveillance of employee activities. Explore the ethical concerns around using AI to monitor employee behavior, productivity, and well-being. Discuss the actions organizations can take to ensure that AI-driven monitoring practices are transparent, non-invasive and respectful of employees' privacy rights?   CO1   [K$_6$]

9. M/s GenNext Tech Solutions, a rapidly expanding IT consultancy, faced challenges with its onboarding process for new hires. The traditional approach was time-consuming, often leading to confusion and a lack of engagement among new employees. To enhance the onboarding experience and reduce administrative workloads, GenNext Tech decided to implement an AI-driven onboarding module within their HRIS. Propose ways in which M/s GenNext Tech can ensure that the AI onboarding module remains user-friendly and accessible for all new hires?   CO3   [K$_6$]

****