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**PRESIDENCY UNIVERSITY**

**Bengaluru**

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| **Ph.D. Course Work End Term Examinations – JAN-FEB 2025** |
| **Date:** 03 – 02- 2025 **Time:** 09:30 am – 12:30 pm |

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| **School:** SOC | **Program:** Ph.D. | |
| **Course Code:** COM835 | **Course Name:** Human resource information system | |
| **Semester**: | **Max Marks**: 100 | **Weightage**: 50% |

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| --- | --- | --- | --- | --- | --- |
| **CO - Levels** | **CO1** | **CO2** | **CO3** | **CO4** | **CO5** |
| **Marks** | **30** | **50** | **20** |  |  |

**Instructions:**

1. *Read all questions carefully and answer accordingly.*
2. *Do not write anything on the question paper other than roll number.*

**Part A**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Answer ALL the Questions. Each question carries 10 marks. 6Q x 10M=60Marks** | | | | |
| **1** | How can organizations measure the effectiveness of their recruitment strategies? | **10 Marks** | **L2** | **CO2** |
| **2** | Mention some effective online strategies for attracting new talent. Explain with example to justify your answer. | **10 Marks** | **L2** | **CO1** |
| **3** | Identify how can organizations ensure a smooth transition to a new performance appraisal system? | **10 Marks** | **L2** | **CO2** |
| **4** | How can HR professionals measure the ROI of their HR initiatives? | **10 Marks** | **L1** | **CO1** |
| **5** | Describe the key attributes of an effective HR website? | **10 Marks** | **L1** | **CO1** |
| **6** | State the key considerations for developing e-reporting protocols. | **10 Marks** | **L1** | **CO2** |

**Part B**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Answer the Questions. Each question carries 20 marks 2Q x 20 = 40 Marks** | | | | | |
| **7.** | **a.**  **b.** | What is the gig economy, and how is it impacting the traditional workforce?  Illustrate some of the common Tools used in HR Analytics. | **20 Marks** | **L2** | **CO3** |
|  | | | | | |
| **8.** | **a.**  **b.** | How can HR professionals adapt to the challenges and opportunities presented by the gig economy?  How has technology transformed the recruitment process? Briefly explain with examples to substantiate your answer. | **20 Marks** | **L2** | **CO2** |

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