PRESIDENCY UNIVERSITY
BENGALURU

Department of Research & Development

Mid - Term Examinations - AUGUST 2024

Odd Semester: Ph.D. Course Work

Course Code: COM835

Course Name: HR Information System

Department: School of Commerce & Economics

Date: 13-08-2024

Time: 09.30am to 11.00am

Max Marks: 50

Weightage: 25%

Instructions:
(i) Read the all questions carefully and answer accordingly.
(ii) Do not write any matter on the question paper other than roll number.

PART A (THOUGHT PROVOKING)

Answer all the Questions. Each question carries 5 marks.   **(4Qx 5M= 20M)**

1. Outline the Online Strategies for attracting new people.   (CO:01) [Knowledge]

2. Describe the developing & Implementing technology of e- Reporting Protocols.

(CO: 01) [Comprehension]

3.Change management involves navigating various obstacles to ensure a smooth transition. Summarize the Challenges in Change Management   (CO: 02) [Comprehension]

4. The Kübler-Ross Five-Stage Model is a framework that describes emotional responses to significant life events, particularly related to grief and change. Explain the five-stage model of Kubler Ross.

(CO: 02) [Comprehension]

PART B (PROBLEM SOLVING)

Answer all the Questions. Each question carries 10 marks.   **(3Qx 10M= 30M)**

1. Payroll management is a critical function for businesses, as it involves calculating and disbursing employee salaries and wages accurately and in compliance with legal requirements. Describe the methods of automatic payroll calculation for regular pay and overtime pay .   (CO: 01) [Knowledge]

2. No organization even remains constant. It makes changes to policies or introduces new projects or takes up initiatives for growth and development. Outline the key skills required for effective change management.   (CO: 02) [Comprehension]

3. An organization is nothing more than a living embodiment of a strategy. That means its organizational hardware. Defend and explore the reasons of organizations considering to redesign their organizations in order to align with their strategic goals .

                                                    (CO: 02) [Comprehension]