



Roll No																			
---------	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

PRESIDENCY UNIVERSITY BENGALURU

Department of Research & Development

Mid - Term Examinations - AUGUST 2024

Odd Semester: Ph.D. Course Work

Course Code: COM809

Course Name: Artificial Intelligence in HRM

Department: School of Commerce & Economics

Date: 12-08-2024

Time: 02.00pm to 03.30pm

Max Marks: 50

Weightage: 25%

Instructions:

- (i) Read 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. The Fourth Industrial Revolution (4IR) marks an increased use of emerging technologies, such as artificial intelligence (AI), big data, machine learning, mobile technology, the Internet of Things, geo-tagging, virtual reality, speech recognition, and biometrics. Describe the transformation of AI in Human Resource Management (CO: 01) [Knowledge]
s
2. AI tools can significantly enhance productivity and creativity across various domains. Describe some notable AI tools and technologies that is currently used in HRM. (CO: 01) [Comprehension]
3. HR metrics play a crucial role in managing human capital and optimizing HR practices. Explain the importance of HR metrics and Data Analytics. (CO: 02) [Comprehension]
4. Artificial intelligence in performance management is still in its development. Currently, the software can collect, analyze and summarize performance data and therefore automates many activities of the performance management process. Summarize the key applications and the importance of AI in Performance management. (CO: 02) [Comprehension]

PART B (PROBLEM SOLVING)

Answer all the Questions. Each question carries 10 marks.

(3Qx 10M= 30M)

1. Outline the risks and the benefits of using AI in employee engagement in HRM.
(CO: 01) [Knowledge]
2. The future of AI in HR is promising and transformative. Describe some few aspects of AI in HRM.
(CO: 02) [Comprehension]
3. AI Helps smart succession planning, finds and prepare future leaders. Summarize the common challenges in succession planning.
(CO: 02) [Comprehension]