EXECUTIVE MASTER OF BUSINESS ADMINISTRATION (EXMBA)

00730

Term-End Examination

June, 2013

MCTE-080 : HR MEASUREMENT AND INFORMATION SYSTEMS

Time : 3 hours   *Maximum Marks : 100*

Note : *You have to attempt five questions. All questions carry **equal** marks.*

1. "Organizations must increasingly demonstrate, with data, that their human resource strategies significantly enhance competitive advantage, not simply that they are efficient or "best-in-class". Explain and Elucidate the Statement with the help of a suitable Example.   20

2. "What is the level and quality of HR practices we produce from the resources that we spend" ? Explain and Elucidate the Statement with the help of a suitable example.   20

3. "Many organizations have gone beyond the traditional functions and developed human resource management information systems, which support recruitment, selection, hiring, job   20

placement, performance appraisals, employee benefit analysis, health, safety and security, while others integrate an outsourced Applicant Tracking System that encompasses a subset of the above" Explain and Elucidate the Statement with the help of a suitable example.

4. Explain and elucidate with the help of suitable example : **10x2=20**

   (a) "Would you like to have measurement systems as powerful and important as the ones that are generated by finance" ?

   (b) Scorecards admirably draw attention to Impact.

5. Briefly Explain *any four* of the following in a retail Perspectives : **5x4=20**

Benchmarking	HRIS	MIS	HR Auditing	Balance Score card

6. Briefly Comment on *any two* of the followings :
   10x2=20

   • Today's businesses are driven by information that provides the foundation for critical business decisions.

   • The explosion of measurement technologies and HRM data poses a significant risk.

7. Distinguish between the followings : 10x2=20

   (a) HRM and eHRM

   (b) HR Planning and Strategic human resource planning

8. Write short notes on *any two* of the followings :
   10x2=20
   - HR Activity and Best - Practices Indexes

   - HR Score card

   - People Capability Measurement Model

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