



Reg No.: \_\_\_\_\_

Name: \_\_\_\_\_

**APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY**  
B.Tech Degree S4 (Hons.) Examinations April 2026 (2024 Admn)

**Course Code: HNMET409**  
**Course Name: ARTIFICIAL INTELLIGENCE IN HUMAN  
RESOURCE MANAGEMENT**

Max. Marks: 60

Duration: 2 hours 30 minutes

**PART A**

*(Answer all questions. Each question carries 3 marks)*

		CO	Marks
1	What is meant by "Career Management"? Mention any two of its advantages.	CO1	(3)
2	Outline a basic salary structure for a junior employee using compensation-management principles.	CO1	(3)
3	Mention any three benefits of using Artificial Intelligence (AI) in HR functions.	CO2	(3)
4	State any three ethical concerns related to the use of AI in HRM.	CO2	(3)
5	Explain the use of AI in employee onboarding with one example.	CO3	(3)
6	Describe how AI helps in achieving person-job fit. Give one example.	CO3	(3)
7	What is meant by transparency in HR algorithms? Why is it important?	CO4	(3)
8	List any three challenges in implementing AI-based HR solutions.	CO4	(3)

**PART B**

*(Answer any one full question from each module, each question carries 9 marks)*

**Module -1**

9	a) Explain the six-step recruitment process used in modern Human Resource Management (HRM).	CO1	(6)
	b) Mention any three strategic advantages of effective recruitment.	CO1	(3)
10	a) Describe the key activities involved in a 30-60-90 day onboarding plan for a fresh engineering graduate joining an IT services firm.	CO1	(5)
	b) Distinguish between training and development with two examples of each.	CO1	(4)

**Module -2**

- 11 a) Discuss the key challenges and risks of deploying generative AI within HR functions. CO2 (6)
- b) Explain the importance of AI literacy among HR professionals. CO2 (3)
- 12 a) Mention any three categories of Artificial Intelligence (AI) tools used in business. CO2 (3)
- b) Describe how AI tools are used across any five industries (e.g. healthcare, finance, education, manufacturing, entertainment) with one use case per industry. CO2 (6)

### Module -3

- 13 a) Describe the six key functions of AI in workforce planning, with one tool example for each function. CO3 (6)
- b) Compare AI-based recruitment with traditional recruitment methods. CO3 (3)
- 14 a) Analyse the impact of AI-based performance management, with examples from at least two real organisations. CO3 (5)
- b) Examine the benefits and limitations of using AI for performance appraisal. CO3 (4)

### Module -4

- 15 a) Evaluate three best-practice mechanisms (encryption, anonymisation and access controls) for protecting employee data in AI-driven HR systems. CO4 (6)
- b) Justify the need for a formal AI ethics committee within an organisation. CO4 (3)
- 16 a) Develop a phased roadmap for transitioning a traditional HR department into an AI-enabled HR function over 24 months, in an organisation of your choice CO5 (9)

\*\*\*