

MBA (HRM) 4th Semester

Course Title: Human Resource Information Systems

Maximum Marks: 100

Course No.: MHRM-403

Time Allowed: 3 hours

[SET-I]

SECTION A

Note: This section has ten questions. All questions are compulsory. Each question carries 1 mark. Time allowed for this section is 10 minutes. Answers are to be recorded on the separate sheet available. (Total 10 marks)

Q1. One of the crucial factor that has led to increased emphasis on HR metrics and analytics is:

- a) the curiosity involved in employee transactions
- b) the quality revolution in the U. S.
- c) the increased use and implementation of integrated HRIS
- d) the growing interest in evidence-based managements

Q2. During gathering data for the analysis phase it can be beneficial to talk with,

- a) employees who have worked in the firm for a long period of time
- b) new employees
- c) consultants outside the firm
- d) all of the above

Q3. Cautious planning, top-management support, a dedicated team and an awareness of potential pitfalls will all help ensure _____.

- a) system implementation success.
- b) HRIS programs that are user friendly.
- c) the steering committee is able to reach consensus.
- d) the program manager is efficient .

Q4. What is the name of the emerging web-related service that focuses on creativity, collaboration, and sharing.

- a) Google
- b) Web 2.0
- c) Cloud Computing
- d) Twitter

Q5. Knowledge, Skills, Abilities for a specific job in talent management module would be used for:

- a) Organizational structure of the company
- b) Company's culture
- c) Recruitment of new employees
- d) All of the above

Q6. _____ are the HR metrics that focus on developing and displaying leading indicators of performance from several important perspectives.

- a) Dashboards
- b) Data Mining
- c) Workforce Modeling
- d) Operational Experiments

Q7. _____ is a graphical representation of the key business activities and processes in the HR system, the system boundaries, any external individuals or departments that interact with the system.

- a) data flow diagram
- b) process model
- c) workflow process
- d) practical model

Q8. The major advantage in using Project Management approaches and tools during the SDLC for an HRIS is:

- a) a tighter control over the process to ensure successful implementation
- b) that users of the system will increase
- c) top management support is guaranteed
- d) communications are always accurate

Q9. "Cloud" architecture's most important feature is _____

- a) Delivers functionality over the internet, anytime any place
- b) Requires no software installation by an organization
- c) Places the responsibility for upgrades on the delivering vendor
- d) All of the above

Q10. . Which of the following is NOT considered a Software Threat to Security?

- a) Worms
- b) Spyware
- c) Trojan Virus
- d) Hackers

10 X 1

SECTION B

Note: This section comprises of 8 (eight) short-answer questions of 6 (six) marks each, out of which, attempt any 5 (five) questions. (Total 30 Marks)

Q11. Elucidate the advantages of using self-service portals for HR administration.

Q12. What is HR Data? Why do we need to manage HR Data?

Q13. What are the components of external world linked with HRIS? Explain.

Q14. During HRIS Implementation, HR data conversion follows some standards. Explain few typical standards followed in HRIS data conversion.

Q15. Briefly discuss the data inflows required if an organisation wanted to automate its training and development module.

Q16. Briefly explain few advantages and disadvantages of outsourcing HRIS.

Q17. What is e learning? Elucidate the growing importance of e learning for organisations.

Q18. What is the future of social networking in the workplace? How do you see companies utilizing Twitter, Facebook, Instagram, etc. to communicate with its employees?

5 X 6

SECTION C

Note: This section has ten questions. **Attempt five questions, one from each unit.** Each question carries **12 marks. (Total 60 Marks)**

UNIT-I

Q19. HR Department and IT Department play crucial role during main phases of the HRIS project. Explain.

OR

Q20. Briefly highlight the historical evolution of HRIS with main emphasis on role of technological advancement Era and Emergence of Strategic Human Resource Management.

UNIT-II

Q21. Why do organizations calculate Return on investment while planning for HRIS? What is the role of formulating Cost Benefit Analysis matrix? Show with the help of appropriate example.

OR

Q22. Highlight the HR Alignment with IT Strategy. Explain HRIT strategy with appropriate example. Also highlight challenges of globalization on HRIT Strategy.

UNIT-III

Q23. List the necessary data for complete employee administration and data module? What other modules needs to be mapped during its implementation. Explain with the help of integration diagram.

OR

Q24. Pixsss Pvt. Ltd. plans to automate and integrate the recruitment function in HRIS. Being part of the design team, discuss what other modules will be required to be mapped. Also explain the flow of data with the help of integration diagram.

UNIT-IV

Q25. Highlight the critical success factors for successful implementation of HRIS. Also suggest and explain the steps that organizations must take for successful HRIS implementation.

OR

Q26. What are the main phases of System Development Life Cycle of HRIS? Explain each phase in detail along with their list of deliverables.

UNIT-V

Q27. Explain in detail the future trends in IT as well as its impact on the HRIS and the delivery of HR functionality.

OR

Q28. Explain few common threats to the security and privacy of HRIS. What is the role of HR professionals in the information security and privacy management?

5 X 12