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Total No. of Printed Pages:3

Enrollment No.....



Faculty of Management Studies

End Sem Examination Dec-2023

MS5EH10 Human Resource Information System

Programme: MBA

Branch/Specialisation: Management /

HR

Duration: 3 Hrs.

Maximum Marks: 60

Note: All questions are compulsory. Internal choices, if any, are indicated. Answers of Q.1 (MCQs) should be written in full instead of only a, b, c or d. Assume suitable data if necessary. Notations and symbols have their usual meaning.

- Q.1 i. HRIS replaces _____. 1
(a) Workforce management system
(b) Payroll system
(c) Compensation and benefits system
(d) All of these
- ii. Placing _____ in system support and change roles will help ensure that the HRIS processes transactions correctly. 1
(a) HR Manager (b) HR analysts
(c) Personnel's analysts (d) None of these
- iii. Which of the following is not the category of HRIS software? 1
(a) Core HR (b) Workforce Management
(c) Strategic HR (d) None of these
- iv. The major barrier in success of HRIS is- 1
(a) Recruitment (b) Management commitment
(c) Selection (d) None of these
- v. E-Recruitment comprises of _____. 1
(a) Electronic resume and Internet posting
(b) Positions filled in weeks or days
(c) Unlimited access to global applicant
(d) All of these
- vi. In which year SAP started _____. 1
(a) 1972 (b) 1982 (c) 1992 (d) 1962

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- vii. Which among the following is not a component of information security: **1**
 (a) Confidentiality (b) Integrity
 (c) Availability (d) None of these
- viii. Threats to information security includes: **1**
 (a) Theft (b) Hacking (c) Virus (d) All of these
- ix. For small business HRIS benefits includes: **1**
 (a) Mobile accessibility
 (b) Benefit enrollment
 (c) Time & attendance software
 (d) All of these
- x. _____ is the analysis and redesign of workflows within and between enterprises in order to optimize end-to-end processes and automate non-value-added tasks. **1**
 (a) Business process reengineering
 (b) Business proactive reengineering
 (c) Business reengineering
 (d) Process reengineering
- Q.2 i. Define HRIS. What are the characteristics of HRIS? **4**
 ii. Explain classification of Human Resource Information System. **6**
 OR iii. How HRIS helps in managerial decision making? Explain the process of managerial decision making using HRIS in an organization. **6**
- Q.3 i. Do you think HR software replaces traditional working of organisations? Justify by explaining its pros and cons. **4**
 ii. Is HRIS: an investment? Explain. What are the three categories of HR software? **6**
 OR iii. Explain different standard software and customized software HRIS. Give an example of each. **6**
- Q.4 i. Explain the application of HRIS in employment management. **4**
 ii. How “ERP & Oracle Financial software’s are useful for an organisation? **6**
 OR iii. Explain objectives EHRM, its types and advantages. **6**

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- Q.5 i. Explain the components of information security. **4**
 ii. What are the different Legal requirements for information security? Explain. **6**
 OR iii. Explain Role of HR in information security. What can be the Threats to information security in an organisation? **6**
- Q.6 Attempt any two:
 i. Explain the utility of Human Resource Information Systems in large and small organizations. **5**
 ii. Describe the concept “business process reengineering” and the steps for introducing business process reengineering. **5**
 iii. “Businesses will be getting more competitive by introducing Emerging trends in HRIS”. Justify by taking any industry as an example. **5**

Q:1 i. d.

ii. b

iii. b

iv. b

v. d

vi. a

vii. d.

viii. d.

ix. d.

x. a.

Q:2 i. HRIS definition - 2 marks
 Characteristics (4 pts.) - (0.5 marks each) } 4 marks

ii. Classification (- 6 marks)

iii. How HRIS helps in managerial decision making - 3
 Process of HRIS - 3 marks

Q:3 i. Pros and cons (4-marks)
 ii. Is HRIS : an investment - 3 marks
 3 categories - 3 marks

Q:4 i. Application of HRIS
 4 - Applications (4 marks)
 ii. ERP & Oracle Financial Software's - 6 marks
 iii. 4 objectives - 2 marks (0.5 each)
 2 types - 2 marks
 2 Advantages - 2 marks

Ques 5 i) 4 Components - 3 marks

1 - mark - Information Security.

ii) 6 Legal Requirements on IS - 6 marks

iii) Role of IS - 6 mark (6 pts)

Threats of IS - 6 pts (6 marks)

Ques 6 i) Utility of HRIS in large & small org.
↳ 5 marks

ii) BPR concept - 1 mark

Steps → 4 marks

iii) Justification of statement → 4 marks
example - 1 mark