Q.7 Case Study **10**

Does Learn In Motion Need an HRIS?

Jennifer was getting frustrated. With only a few employees, the company kept a paper-based file for each employee with personal information, benefits forms, and so on. She and Pierre had decided to outsource payroll, but she still had to spend several hours every two weeks gathering payroll information, such as regular hours, overtime hours, vacation time and sick time that had been taken, and so on, to send to the payroll company. The benefits information and calculations were supposed to be carried out by the payroll company, but there had been several instances where mistakes had been made. Jennifer and Pierre discussed the issue and decided that as a high-tech company, they should investigate the possibility of computerizing their employee files and information. Even with a very small number of employees, they both thought it might be easier for them to use some sort of HRIS. They have asked you, their management consultants, to provide answers to the following questions.

Questions:

(a) What data should be stored for each employee? How would the company use these data?

(b) Conduct an HRIS needs analysis for the company.

(c) Would you recommend an HRIS to Jennifer and Pierre? If so, what kind of system?

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Enrollment No...................................

Faculty of Management Studies
End Sem (Even) Examination May-2019
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.

Q.1 i. System which is designed to provide useful information while making decisions regarding human resource of an organization is classified as **1**
(a) Benefit analysis system
(b) Human resource information system
(c) Decisional information system
(d) Integration HR

ii. GDSS is the short form of **1**
(a) Group Decision Support System
(b) Group Discussion Support System
(c) Group Decision Service System
(d) Group Discussion Support Source

iii. You run a super wing-ding diagnostic program on your PC, and it reports that your hard drive, microprocessor, RAM, and video card have seen better days. To resolve this problem, you should: **1**
(a) Replace each part one at a time, rerunning the diagnostic before
(b) Replacing the next part
(c) Check to see if you have a software problem
(d) Replace everything at once and rerun the diagnostic get another copy of the diagnostic program

iv. What is the responsibility of the logical unit in the CPU of a computer? **1**
(a) To produce result
(b) To compare numbers
(c) To control flow of information
(d) To do math's works

v. The automation of attendance keeping, payroll preparation and applicant tracking are some of the activities carried out at the _____ level. **1**
(a) Management information system
(b) Decision support system
(c) Electronic data processing
(d) None of these

vi. Tracking employee training, skills, and performance appraisal is an example of a human resource information system operating at the: **1**
(a) Operational level (b) Management level
(c) Knowledge level (d) Strategic level

vii. The full form of EDR is _____ **1**
(a) Endpoint Detection and Recovery
(b) Early Detection and Response
(c) Endpoint Detection and Response
(d) Endless Detection and Recovery

viii. _____ technology is used for analyzing and monitoring traffic in network and information flow. **1**
(a) Cloud access security brokers (CASBs)
(b) Managed detection and response (MDR)
(c) Network Security Firewall
(d) Network traffic analysis (NTA)

ix. What is the term for incremental changes to processes in an organization using information technology? **1**
(a) Business Process Improvement
(b) Business Process Reengineering
(c) Business Process Change
(d) Business Process Advance

x. Human capital refers to **1**
(a) Education of firm's workers
(b) Training of firm's workers
(c) Skills and expertise of firm's workers
(d) All of these

Q.2 i. Explain HRIS in detail. **2**
ii. How to collect data that is required for the HRIS? **2**

iii. How does E-HR enhance the quality of HR functions. **4**
OR iv. Write a short note on needs of HRIS with example **4**

Q.3 i. Differentiate Standard software and Customized software. **3**
ii. How will you design Human Resource Information System? **5**
OR iii. Design a HRIS for 150 bed Hospital Management consists of 100 doctors and 50 technical staff. **5**

Q.4 Attempt any two:
i. Explain the applications of Oracles, Financial and Ramco's Marshal in HRIS. **4**
ii. Define term EHRM and also write advantages and disadvantages of EHRM in professional context. **4**
iii. "Data storage and retrieval is a key issue in HRIS management"- Critically evaluate the importance of this statement. **4**

Q.5 i. Define Information Security. What are the various components of Information Security? **2**
Attempt any two:
ii. Explain role of Information Security in Manufacturing Organization with the help of Example. **3**
iii. Discuss Legal Requirements for Information Security? support your answer with the help of Example. **3**
iv. State the Common problems faced by an Organization in adoption of IT. **3**

Q.6 Attempt any two:
i. Write a note on emerging trends in HRIS in today's context. **4**
ii. Highlight the major Challenges and Issues faced by small service Organizations in implementing HRIS in an organization. **4**
iii. What do you understand by Business Process Re-engineering? Explain meaning, definition and concept of Business Process Re-engineering. **4**

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Marking Scheme

MS5EH10 Human Resource Information System

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Q.1 i.   System which is designed to provide useful information while **1**
           making decisions regarding human resource of an organization is
           classified as
           (b) Human resource information system

     ii.   GDSS is the short form of   **1**
           (a) Group Decision Support System

     iii. You run a super wing-ding diagnostic program on your PC, and it   **1**
           reports that your hard drive, microprocessor, RAM, and video card
           have seen better days. To resolve this problem, you should:
           (b) Replacing the next part

     iv.   What is the responsibility of the logical unit in the CPU of a   **1**
           computer?
           (b) To compare numbers

     v.   The automation of attendance keeping, payroll preparation and   **1**
           applicant tracking are some of the activities carried out at the
           _____ level.
           (c) Electronic data processing

     vi.   Tracking employee training, skills, and performance appraisal is an **1**
           example of a human resource information system operating at the:
           (a) Operational level

     vii. The full form of EDR is _____   **1**
           (c) Endpoint Detection and Response

     viii. _____ technology is used for analyzing and monitoring traffic in **1**
           network and information flow.
           (d) Network traffic analysis (NTA)

     ix.   What is the term for incremental changes to processes in an   **1**
           organization using information technology?
           (a) Business Process Improvement

     x.   Human capital refers to   **1**
           (d) All of these

Q.2 i.   HRIS   **2**
           Any two points 1 mark for each   (1 mark * 2)

     ii.   Collection of data process   **2**
           0.5 mark for each point   (0.5 mark * 4)

     iii. E-HR enhance the quality of HR functions.   **4**
           Any four points 1 mark for each   (1 mark * 4)

OR   iv.   Needs of HRIS with example   **4**
           Any three points 1 mark for each (1 mark * 3)   3 marks

Q.3 i.   Differentiate Standard software and Customized software.   **3**
           Any three difference 1 mark for each   (1 mark * 3)

     ii.   Process of design Human Resource Information System   **5**
           1 mark for each points   (1 mark * 5)

OR   iii. Design a HRIS for 150 bed Hospital Management consists of 100   **5**
           doctors and 50 technical staff.
           1 mark for each step   (1 mark * 5)

Q.4   Attempt any two:

     i.   Applications of Oracles, Financial and Ramco's Marshal in HRIS   **4**
           1 mark for each application   (1 mark * 4)

     ii.   EHRM   2 marks   **4**
           Advantages   1 mark
           Disadvantages   1 mark

     iii. Importance   **4**
           Any four points 1 mark for each   (1 mark * 4)

Q.5 i.   Definition of Information Security   1 mark   **2**
           Components of Information Security   1 mark
           Attempt any two:

     ii.   Role of Information Security   **3**
           Any two points   2 marks
           Example   1 mark

     iii. Legal Requirements for Information Security 2 marks   **3**
           Example   1 mark

     iv.   Any three problems faced by an Organization in adoption of IT   **3**
           1 mark for each   (1 mark * 3)

Q.6   Attempt any two:

     i.   Emerging trends in HRIS in today's context.   **4**
           1 mark for each   (1 mark * 4)

     ii.   Any four Challenges and Issues faced by small service   **4**
           1 mark for each   (1 mark * 4)

     iii. Meaning and Definition Business Process Re-engineering   **4**
                                                       2 marks

           Concept of Business Process Re-engineering. 2 marks

Q.7   Case Study   **10**

Questions:

(a) What data should be stored for each employee? How would the company use these data?

Data Stored	2 marks
Company use of data	2 marks

(b) Conduct an HRIS needs analysis for the company.

                                              3 marks

(c) Would you recommend an HRIS to Jennifer and Pierre? If so, what kind of system?

Any two recommendation	2 marks
Kind of system	1 mark

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