

Section-D

Note: Long answer questions. Attempt any two question out of three Questions. **(2x8=16)**

- Q.23 What are the main benefits and limitations of HRIS?
- Q.24 Write a detailed note on security and data privacy considerations in HRIS implementation and usage.
- Q25 Explain in detail steps involved in HRIS implementation.

No. of Printed Pages : 4

Roll No.

226751H

**5th Sem. / Business Management
(Human Resource Management)
Subject : Human Resource Information system**

Time : 3 Hrs.

M.M. : 60

SECTION-A

Note: Multiple Choice Questions. All Questions are compulsory. **(6x1=6)**

- Q.1 What does HRIS stand for?
- a) Human Resource Information System
 - b) Human Resource Internet System
 - c) Human Resource Integrated Software
 - d) Human Resource Internal Strategy
- Q.2 Which of the following is a key benefit using HRIS?
- a) Increased advertising reach
 - b) Improved data accuracy
 - c) Lower electricity usage
 - d) Increased travel for employees
- Q.3 In a typical HRIS architecture, the data layer is responsible for :
- a) Storing employee Information
 - b) Creating reports
 - c) Managing network security
 - d) Running application programs

- Q.4 The payroll module in HRIS primarily deals with:
- Hiring processes
 - Employee training schedules
 - Employee salaries and deductions
 - Marketing strategies
- Q.5 During HRIS implementation, training is essential to ensure:
- Reduced employee turnover
 - Effective system usage
 - Higher marketing sales
 - Decrease in vacation days
- Q.6 The architecture of HRIS refers to :
- Physical design of the office
 - Marketing plans
 - Employee training modules
 - The overall design and structure of the HRIS system.

Section-B

Note: Objective/Completion type questions. All questions are compulsory. (6x1=6)

- Q.7 Convincing employees to change is a key challenge during HRIS implementation. (True/False)
- Q.8 Low software cost is a major reason for failure of HRIS implementation. (True/False)

- Q.9 Unauthorized access to employees' data is a primary data privacy concern in HRIS. (True/False)
- Q.10 HRIS can be of two types : On premises HRIS and _____.
- Q.11 Customization in HRIS can cause _____ (High cost/decreased functionality)
- Q.12 _____ is not covered by HRIS. (Marketing strategy / Payroll processing)

Section-C

Note: Short answer type Question. Attempt any eight questions out of Ten Questions. (8x4=32)

- Q.13 Briefly explain some major trends in HRIS architecture.
- Q.14 Why HRIS is important in modern day organizations?
- Q.15 Discuss main types of HRIS.
- Q.16 What are the major components of HRIS?
- Q.17 Write a short note on "Technologies in HR."
- Q.18 Briefly explain how HRIS can be integrated with other organizational system.
- Q.19 Discuss some measures to increase user adoption of HRIS.
- Q.21 Briefly explain impact of Artificial Intelligence (AI) on HRIS.
- Q.22 Explain in brief Core HRIS modules related to employee database.