

### 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.

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Roll No. ....

**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 benefits 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 used 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.