



The Open University of Sri Lanka
Master of Business Administration in Human Resources Management
Final Examination 2019
MCP2140/ MSP9340 - Human Resource Information Systems
Duration 3 Hours

DATE: 9th March 2019

TIME: 9.30 am to 12.30 pm

Instructions:

- Answer any FIVE questions.
Illegible hand writing is liable to lose marks.
This question paper has two pages and seven questions.

Question 1

- i. Explain the use of Human Resource Information Systems (HRIS) at operational, tactical and strategic level of the organization with appropriate examples. (10 Marks)
 - ii. How has the use of Human Resource Information System (HRIS) evolved over the last three decades? Describe. (10 Marks)
- (Total 20 marks)**

Question 2

- i. Explain the cost and benefit involved in HR software as a service implementation and explain how it is going to benefit small to medium size organizations. (10 Marks)
 - ii. What are the key challenges involved in building, operating and maintaining human resource information systems? Explain. (10 Marks)
- (Total 20 marks)**

Question 3

- i. Explain the importance of developing a Software Requirement Specification (SRS) when designing a good human resource information system. (10 Marks)
 - ii. When evaluating vendor offerings for a HRIS, what are the key factors that will help your firm determine the best HRIS to acquire? (10 Marks)
- (Total 20 marks)**

Question 4

- i. Explain how gamification can be used at HR to support critical HR functions like learning and employee engagement. (10 Marks)
- ii. Innovation and change are critical for a successful HR system implementation. Explain this in detail with appropriate examples. (10 Marks)

(Total 20 marks)

Question 5

- i. Explain the contribution of data analytics to manage human resources of an organization. (10 Marks)
- ii. Explain the HR manager's role when implementing a human resources information system successfully. (10 Marks)

(Total 20 marks)

Question 6

- i. Explain how you will use technology at recruitment function. What are the advantages of using online recruitment system? (10Marks)
- ii. Explain the project life cycle for a Commercial off the Shelf (COTS) HR system implementation project. (10 Marks)

(Total 20 marks)

Question 7

- i. A company with many branches across the country is about to move to a new release of a HRIS. The company's management is considering the following two methods of changeover:
 - Direct changeover
 - Pilot changeover

Identify the changeover method you would recommend and provide the reasons why you would select that method. (10 Marks)

- ii. Discuss the impact of Enterprise Social Networks for your organization and explain how it is going to support in attracting and retaining young generation (digital natives). (10 Marks)

(Total 20 marks)

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