

00:7



The Open University of Sri Lanka
Master of Business Administration in Human Resource Management
Final Examination September 2020
MCP2140/ MSP9340 - Human Resource Information Systems

Duration Three (3) Hours

Date: 5th September, 2020

Time: 9.30 am to 12.30 pm

Instructions:

- Answer any FIVE questions
- Illegible handwriting is liable to lose marks.
- This question paper has seven questions in two pages.

Question 1

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

Question 2

- HR software as a service (SaaS) implementation is becoming very much popular compared to on premise implementations. Explain reasons for this change, highlighting benefits a company could gain out of SaaS implementations. (10 Marks)
 - Describe the importance of doing a detail need analysis when designing the new HRIS. (10 Marks)
- (Total 20 marks)**

Question 3

- HR analytics play a vital role in managing people in a very competitive environment. Explain the role of HR analytics in making critical HR decisions with respect to your organization. (10 Marks)
 - 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. It is always very challenging to implement an HR information system successfully within an organization. Explain these challenges and solutions to overcome these challenges for a successful system implementation. (10 Marks)
 - ii. Explain how you will use technology at performance appraisal function. What are the advantages of using online performance appraisal system? (10 Marks)
- (Total 20 marks)**

Question 6

- i. "It is very much critical to re-visit current HR processes and re-design when implementing a HR information system". Explain this statement in detail with appropriate examples. (10 Marks)
 - 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. "People management function is radically changing with SMAC (Social, Mobility, Analytics and Cloud) factors." Explain this statement in detail with appropriate examples. (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)**

(Copyrights Reserved)