

The Open University of Sri Lanka
Master of Business Administration in Human Resource Management
Final Examination: October 2021
HRP9340/MSP9340/MCP2140: Human Resource Information Systems



Duration: Three (3) Hours and uploading Thirty (30) Minutes [ANSWERS SHOULD BE COMPLETED AND UPLOADED WITHIN THREE and HALF HOURS (3 Hrs. and 30 Mts.)]

Date: 17th October, 2021

Time: 1.30 pm to 4.30 pm

Instructions:

- Answer All Questions.
- This question paper carries 5 questions.
- Answers should be focused and methodical.
- Write down your Student Registration Number on each page. All pages should be numbered, properly arranged, and submitted electronically.
- All written answer scripts should be safely kept with you to be submitted to the University when instructed.

Note:

Before answering questions given below make a brief writeup as follows. This should be your first page of the answer scripts.

Give a brief introduction about the organization you are employed at describing its key line of business, major operations, size of employment and its level of information technology implementation. If you are not employed currently, select an organization which you are much familiar with and provide the above-mentioned details.

You have to use the organization you have described to answer all the questions where relevant.

Question 1.

- a)** Using your organization as an example, explain the use of Human Resource Information Systems (HRIS) at operational, tactical, and strategic level of the organization.

(10 Marks)

- b)** Explain the impact of HRIS for the operations of your organization, or how HRIS can make an impact to the operations of your organization, to reach the next higher level of efficiency. (10 marks)

Question 2.

- a)** “HR *software as a service* (SaaS) implementation is becoming popular compared to *on premise implementations*”. Explain reasons for this change, highlighting benefits your company could gain out of SaaS implementations. (10 Marks)
- b)** Explain to the senior management, the importance of doing a detail need analysis when designing the new HRIS. (10 Marks)

Question 3.

- a)** “HR analytics play a vital role in managing people in a competitive environment.” Explain the role of HR analytics in making critical HR decisions with respect to your organization. (10 Marks)
- b)** Explain how you can use technology at recruitment function when recruiting personnel with expertise for your organization. What are the advantages of using online recruitment system? (10 Marks)

Question 4.

- a)** Explain an area within HR domain where you could use gamification to make things interesting and impactful. Further, explain how it is going to benefit your organization specially during this pandemic period. (10 Marks)
- b)** Innovation and change are critical for a successful HR system implementation. Explain this in detail with appropriate examples. (10 Marks)

Question 5.

- a)** ‘It is always challenging to implement a HR information system successfully within an organization.’ Explain these challenges and provide solutions to overcome these challenges for a successful system implementation. (10 Marks)
- b)** “People management function is radically changing with SMAC (Social, Mobility, Analytics & Cloud) factors.” Explain this statement in detail with appropriate examples. Describe recommendations to adopt this environment to your organization. (10 Marks)

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