

The Open University of Sri Lanka

Faculty of Management Studies

Bachelor of Management Studies Honours in HRM Degree Programme

Final Examination - 2024/2025

HRU5317 – Human Resource Information System (HRIS)

Duration – Three (03) Hours



Date: 30.11.2025

Time: 01.30 PM – 04.30 PM

Instructions: Answer Question 01, the Compulsory Case Study Question, and any other three (03) questions.

Question 01 (Compulsory Question)

Case Study: HR Dashboard and HRIS at MetroTech Solutions

MetroTech Solutions, a growing IT services company with 850 employees, implemented a new Human Resource Information System (HRIS) to enhance its HR operations. As part of the rollout, the HR department introduced an HR Analytics Dashboard that visualized key metrics, including turnover rates, absenteeism, recruitment cycle time, training completion, and employee performance scores. The dashboard was designed to enable real-time data access, improve decision-making speed, and support predictive workforce planning.

Within three months of implementation, HR managers noticed a concerning trend, and the dashboard showed a 15% rise in turnover in the Software Development division, paired with a decline in employee engagement scores. The dashboard also revealed that only 40% of employees in that division had completed mandatory training programs, compared to the organization-wide average of 75%. These indicators suggested deeper HR and managerial issues emerging within a high-priority function of the organization.

The HR Director conducted follow-up discussions and discovered two underlying issues. The first is low HRIS adoption among line managers, who found the dashboard “too complex,” and the second is a lack of data-driven decision-making skills within the HR team, resulting in delayed responses to emerging problems. Recognizing the need for immediate action, the HR Director planned to launch a training program focusing on HRIS navigation, dashboard interpretation, and basic HR analytics skills. The goal was to ensure HR staff and line managers could interpret data effectively and respond proactively to workforce issues.

Question 01

- (i) Explain why it is important to have an HR dashboard for MetroTech Solutions. (6 Marks)
- (ii) What steps should HR take to improve HRIS adoption among line managers who perceive the dashboard as difficult to use? (8 Marks)
- (iii) Based on the dashboard insights, what immediate actions should MetroTech take to address the rising turnover and low training completion in the Software Development division? Explain. (12 Marks)
- (iv) How could training in data interpretation and HR analytics enhance the effectiveness in responding to HRM issues? Discuss. (14 Marks)
- (40 Marks)**

Question 02

“HRIS enables efficient management of Human Capital across the entire employee lifecycle.” Elaborate on the above statement by providing examples of three integrated HR management functional modules in HRIS. (20 Marks)

Question 03

Explain how the HRIS supports Human Resource Management at the Operational, Tactical, and Strategic levels by taking examples of types of information systems. (20 Marks)

Question 04

“It is very important to future-proof your HRIS competencies as an HR professional.” Critically examine on the importance of having HRIS Knowledge and skills, and a positive attitude toward HRIS. (20 Marks)

Question 05

Discuss data security, privacy, and legal as well as ethical compliance issues related to the use of HRIS in an organization by providing examples. (20 Marks)

(Total = 100 Marks)