

The Open University of Sri Lanka

Master of Business Administration in Human Resource Management 2009-2011

Final Examination 2011-Semester II

MCP 2140-Human Resource Information Systems

Duration: Three (03) Hours



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Date: 30<sup>th</sup> January 2011

Time: 1.30pm-4.30pm

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Answer 05 Questions only selecting three (03) questions from Part A and Two (2) questions from Part B. All answers carry equal marks. Please write your answers under each part in separate answer books and submit to the invigilator separately.

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### Part A

1.
  - a. Explain the role of HR Manager in implementing a Human Resource Information System within an organization. (10 Marks)
  - b. Discuss the possible problems in HRIS implementation and explain how you would minimize them for a successful HRIS implementation. (10 Marks)
2.
  - a. "The emergence of Human Resource Information Systems has created significant new opportunities for human resources functions". Explain the above statement in detail using appropriate examples. (10 Marks)
  - b. Explain in detail how best we could use human resource information system as a business partner in delivering human resource services to an organization. (10 Marks)
3. By identifying relevant sub systems, explain how Human Resources Information System (HRIS) can be used effectively for decision making at the three management levels indicated below.
  1. Operational Level
  2. Tactical Level
  3. Strategic Level(20 Marks)

4. a. Explain the importance of conducting a HRIS need analysis before starting a HRIS project. (10 Marks)
- b. What factors would determine the Return on Investment (ROI) of a successfully implemented human resources information system? Explain with relevant examples.

(10 Marks)

### Part B

5. a. Distinguish between Data, Information and Knowledge referring to a real world scenario. You should briefly describe how data is turned to knowledge in the considered real world scenario through an example. (8 marks)
- b. Briefly discuss three advantages of having a Database Management System over the traditional file processing system. (6 marks)
- c. Compare and contrast Two-Tier architecture with Three-Tier architecture.

(6 marks)

6. a. Falling of confidential information into the hands of competitors and other unauthorized parties is a major threat to the stability of an organization. Briefly explain four such security breaches in a HR Information System. Give your recommendations to prevent such security breaches. (10 marks)
- b. Identify two future trends in HRIS and explain how you can make use of them to enhance the day- to- day HR activities in your organization. (10 marks)

7. a. Briefly describe how security is administered via users and user roles in HR Information Systems. (6 marks)
- b. A total HR Information System can be viewed in two different perspectives: data perspective and the process perspective. Compare and contrast these two perspectives and comment on their importance in designing a new system. (8 marks)
- c. The four HR administrative approaches are Self Service Portals, Self Service Centers, and Outsourcing and Off shoring. Briefly explain two of the above approaches. (6 marks)

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