

The Open University of Sri Lanka

Master of Business Administration in Human Resource Management 2010-2012

Final Examination 2012 – Semester II

MCP2140- Human Resource Information Systems

Duration – 03 Hours



Date: 08th April 2012

Time: from 1.30 p.m. to 4.30 p.m.

Instructions:

Answer 05 Questions only selecting three (03) questions from Part A and Two (02) questions from Part B including question No. 06 which is compulsory.

All answers carry equal marks. Please write your answers under each part in separate answer books and submit to the invigilator separately.

Numbering of the answers in your answer script should follow the numbers assigned to the questions in the paper. Illegible hand writing is liable to lose marks.

Part A

1.

- i. What are the critical success factors for effective conduct of an analysis of human resource information systems (HRIS) needs? (12 Marks)
- ii. What are the key deliverables of an HRIS need analysis? (08 Marks)

(Total 20 marks)

2.

- i. Discuss the future trends in HRIS and explain how it is going to change the way of managing people in a globally competitive workplace. (10 Marks)
- ii. Compare and contrast HRIS software as a service (SaaS) deployment model and a system for onsite implementation of a human resources information system.

(10 Marks)

(Total 20 marks)

3.

- i. What are the advantages of using a project management (PM) approach for the management of a human resource information system?

(10 Marks)

- ii. "Success of a human resource information system implementation largely depends on the top management commitment and HR team involvement throughout the project." Discuss the above statement with appropriate examples.

(10 Marks)

(Total 20 marks)

4.

- i. What are the advantages and disadvantages of using online recruitment?

(08 Marks)

- ii. How can training and development applications of a typical HRIS help firms to foster organizational learning?

(06 Marks)

- iii. Explain the role of online performance management system in managing employee performance in a systematic manner.

(06 Marks)

(Total 20 marks)

Part B

5. i. Data is a powerful resource for any organization, yet it has to be converted to information to use effectively. Once acquired the data can be shared with many others/systems. Briefly explain two real world situations of data sharing.

(06 marks)

- ii. At present the amount of resources that reside in a Human Resource Information System is very large and provides many services as well.

- (a) Discuss the development of HRIS architecture from single tier to N-tier with respect to the above statement.

(10 marks)

- (b) Discuss the limitations in each of the HRIS architecture you discussed in part(a).

(04 marks)

(Total 20 marks)

6. The ABC pharmaceutical company has a large number of professionals in 80 offices worldwide and has a good reputation in the pharmaceutical industry for providing a quality service to customers. The mission of the company is the end user satisfaction while improving the standards of its employees. The ABC Company has the resources and the experience and expertise to meet this challenge, but to do so availability of an HRIS was critical.

With its worldwide employee base, ABC Company needed an advanced HRIS platform that not only addressed all aspects of HR such as managing advanced workflow processes, performing performance reviews and coordinating the approval process but also support its operations around the world. Further, it is expected to reduce confusion when employees moved between countries and projects – a key to increasing employee productivity.

With the above expectations, the implemented HRIS system had a great impact on the strategic relevance of HR at ABC with a high degree of employee satisfaction.

Based on the above scenario answer the following questions.

- i. Identify the data that can be gathered through the above implemented HR information system and briefly describe how such data can be used effectively.
(06 marks)
- ii. Maintaining security in a HRIS is an essential component for its smooth functionality. Describe how you can ensure security with respect to the above implemented system.
(06 marks)

iii. In order to maintain correct levels of stock availability, the company plans to integrate a database management system with the HRIS.

a. Describe the following terms giving examples with respect to database architecture.

Entities, attributes, primary keys, foreign keys

(04 marks)

b. Discuss the advantages that the company can get by implementing a database system.

(04 marks)

(Total 20 marks)

7.

i. At present, developing an in-house HRIS system is considered very expensive. Explain two alternative approaches of HRIS development.

(10 marks)

ii. Web 2.0 can dramatically change the way in which employees communicate with each other and customers.

(a). Discuss how you can utilize the features that are available in web 2.0 for day-to-day work enhancement.

(6 marks)

(b) Discuss the limitations and disadvantages that will occur due to use of web 2.0 features during work hours and what remedies you can implement to minimize the negative effects.

(4 marks)

(Total 20 marks)

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