The Open University of Sri Lanka

Master of Business Administration in Human Resources Management

Final Examination 2015 – Semester II

MCP 2140 – Human Resource Information Systems

Duration 3 Hours

DATE: 13th December, 2015	TIME: 1.30 pm to 4.30 pm

Instructions:

Answer any FIVE questions. All questions carry equal marks (20 each).

Illegible handwriting is liable to lose marks.

This question paper has two pages and seven questions.

1.

i. Explain the role of Transaction processing system (TPS), Management information system (MIS), Decision support system (DSS), and Executive support system (ESS), and Knowledge management system (KMS) with respect to human resource functions of the organization. **(10 Marks)**

ii. Describe how the use of Human Resource Information System (HRIS) evolved over the last two decades with the developments in information and communication technology? **(10 Marks)**

(Total 20 marks)

2.

i. In preparing a cost benefit analysis (CBA) for a HRIS project, describe the costs and benefits involved and explain how do you going to use CBA to justify HRIS investment.

(10 Marks)

ii. Describe the importance of the data view versus the process view for the design of a new HRIS. **(10 Marks)**

(Total 20 marks)

3.

i. How do companies use a Request for Proposal (RFP) when sourcing HR software? What are the key items that should be included in the RFP? **(10 Marks)**

ii. When evaluating vendor offerings for a HRIS, what are the key factors that will help your firm in determining the best HRIS to acquire? **(10 Marks)**

(Total 20 marks)

4.

   i.   Why it is absolutely critical to have the scope of the HRIS implementation project identified at the beginning of the project? Explain. (10 Marks)

   ii.   Why do employees fear change? Giving examples explain how you might eliminate the 'fear of change' when implementing HRIS. (10 Marks)

(Total 20 marks)

5.

   i.   What are the factors that changed the primary role of HRM from business function to a strategic partner? Explain how role of the position of HRIS manager helps the HR function to become a strategic partner of the organization? (10 Marks)

   ii.   Compare and contrast HRIS software as a service (SaaS) deployment model and onsite implementation of a human resources information system. (10 Marks)

(Total 20 marks)

6.

   i.   Describe the advantages and disadvantages of using online recruitment facilities? (8 Marks)

   ii.   Describe how the use of technology in the selection process adds value to organizations? (6 Marks)

   iii. Explain the technological issues that arise through the use of technology in the function of selection? (6 Marks)

(Total 20 marks)

7.

   i.   Explain the primary advantages of HR self-portals and shared service centres. Give examples of how HR professionals might use each to achieve cost controls and service excellence? (10 Marks)

   ii.   Why information security and privacy are important considerations in the design, development and maintenance of an HRIS? Explain. (10 Marks)

(Total 20 marks)

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