The Open University of Sri Lanka
Master of Business Administration in Human Resources Management
Final Examination 2016 – Semester II
MCP2140 – Human Resource Information Systems
Duration 3 Hours

DATE: 11th December, 2016	TIME: 9.30 a.m to 12.30 p.m

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 use of Human Resource Information Systems (HRIS) at operational, tactical and strategic level of an organization with appropriate examples.   **(12 Marks)**

   ii.   How has the use of Human Resource Information System (HRIS) evolved over the last two decades?   **(08 Marks)**

         (Total 20 marks)

2.

   i.   Explain the cost factors involved in Human Resource software as a service implementation and on premise implementation.   **(12 Marks)**

   ii.   Describe the importance of the data view when designing a new Human Resource Information System.   **(08 Marks)**

         (Total 20 marks)

3.

   i.   Explain the importance of Software Requirement Specification (SRS) when designing a good human resource information system.   **(10 Marks)**

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

         (Total 20 marks)

4.

    i.   Explain how gamification can be used at Human Resource Information System to support critical HR functions like for learning, employee engagement and employee retention. **(10 Marks)**

    ii.   Innovation and change are critical for a successful HR system implementation. Explain this in detail with appropriate examples. **(10 Marks)**

(Total 20 marks)

5.

    i.   Describe how knowledge management systems could be implemented at Human Resources to manage tacit and explicit knowledge. **(08 Marks)**

    ii.   Explain the key differences between software as a service (SaaS) and On-premise deployment models of Human Resource Information System. Explain the key benefits that a mid-size organization will achieve using a SaaS model. **(12 Marks)**

(Total 20 marks)

6.

    i.   Critically evaluate Information Systems contribution to the strategic human resources management of organisations. **(08 Marks)**

    ii.   Explain the project life cycle for a Commercial off the Shelf (COTS) Human Resource system implementation project. **(12 Marks)**

(Total 20 marks)

7.

    i.   A company with many branches across the country is about to move to a new release of a Human Resource Information System. The company's management is considering the following two methods of changeover:
- Direct changeover
- Phased changeover

Identify the changeover method you would recommend and provide the reasons why you would select that method. **(10 Marks)**

    ii.   Discuss the impact of Enterprise Social Networks for your organization and explain how it is going to support in attracting and retaining young generation (digital natives). **(10 Marks)**

(Total 20 marks)

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