

THE OPEN UNIVERSITY OF SRI LANKA
MASTER OF BUSINESS ADMINISTRATION IN HUMAN RESOURCE
MANAGEMENT
FINAL EXAMINATION-2017
MCP2140- HUMAN RESOURCE INFORMATION SYSTEMS
DURATION: THREE (03) HOURS



Date: 18th November, 2017

Time: 9.30 am - 12.30 pm

Instructions

Answer any five (05) questions.
This paper contains 7 questions.

Question 1

- i. Explain the role of Transaction Processing System (TPS), Management Information System (MIS), Decision Support System (DSS), Executive Support System (ESS), and Knowledge Management System (KMS) with respect to human resource function of an organization. (10 Marks)
 - ii. Describe how the use of Human Resource Information System (HRIS) has evolved over the last two decades with the development of technology? (10 Marks)
- (Total 20 marks)**

Question 2

- i. Describe the cost and benefit factors involved in preparing a cost benefit analysis (CBA) for a HRIS project. Explain how do you use CBA to justify HRIS investment. (10 Marks)
 - ii. Explain the key social media trends impacting Human Resources specially the way Sri Lankan organizations recruit, develop and use employees. (10 Marks)
- (Total 20 marks)**

Question 3

- i. Explain the purpose of creating a software requirement specification (SRS) and discuss how it is going to benefit the organization when implementing a HRIS. (10 Marks)
 - ii. When evaluating vendor offerings for a HRIS, what are the key factors that will help your organization to decide the best HRIS to acquire? Explain. (10 Marks)
- (Total 20 marks)**

Question 4

- i. Explain the role of Human Resource managers in implementing a HRIS. (10Marks)
 - ii. Change and innovation plays a critical role when it comes to systems implementations. Why do employees fear of change? Give some examples as to how you might eliminate the fear of change when implementing a HRIS. (10 Marks)
- (Total 20 marks)**

Question 5

- i. Describe the importance of considering the 'data view' and the 'process view' for the design of a new HRIS. Give relevant examples. (10 Marks)
 - ii. Compare and contrast HRIS software as a service (SaaS) deployment model and on premise implementation of a HRIS. (10 Marks)
- (Total 20 marks)**

Question 6

- i. Explain how you will use technology at 'recruitment function'. What are the advantages of using online recruitment system? Explain. (10 Marks)
 - ii. Critically evaluate the contribution of data analytics to the strategic human resources management of an organizations. (10 Marks)
- (Total 20 marks)**

Question 7

- i. What are the advantages of using Human Resource self-service portals? Give examples of how human resource professionals might use Human Resource self-service portals to achieve cost controls and service excellence. (10 Marks)
 - ii. Identify five key challenges faced when implementing a HRIS and, discuss in detail how to overcome those challenges for a successful HRIS implementation? (10 Marks)
- (Total 20 marks)**

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