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THE OPEN UNIVERSITY OF SRI LANKA
MASTER OF BUSINESS ADMINISTRATION IN HUMAN RESOURCE MANAGEMENT
FINAL EXAMINATION – 2024
HRP9340 /MSP9340 / MCP2140 – HUMAN RESOURCE INFORMATION SYSTEMS
DURATION: 03 HOURS

Date: 26 OCTOBER 2024 Time: 1.30 p.m. to 4.30 p.m.

Instructions:

Answer the first question (Compulsory Question) and any THREE (03) questions from others.

Question 1

Delma PLC is a Sri Lankan apparel company located in Sri Lanka, Bangladesh, and many East Asian countries. It was established in 2000 and has grown steadily over the years with 40-plus manufacturing facilities employing over 100,000 people globally. The company has espoused values with a strong focus on the people it employs. The people-friendly values are embedded within the corporate culture of Delma PLC and currently, it is going through a new change initiative of adopting new business systems. The existing ones are technologically sound but as the HR director recognizes if the company were to continue to grow then, to sustain its competitive advantage, it would need to invest in AI technology to enable HR analytics which would support that vision. The management team within the organization identified its information priorities so that this would form the basis of the assessment and purchase of a new HRIS which is powered with AI for more strategically enabled HR analytics-based decision-making.
The team identified two overriding priorities that were required from the change initiative such as the sophisticated nature of the new system and all sorts of costs involved with it. The organization needs to now undergo a high-level analysis to determine the main criteria for selecting the advanced HRIS. This analysis needs to focus on the growing volume of data and information as well as the features of the information required linking the reporting system which allows decision-makers at all levels to have access to information appropriate to their decision-making level. Ultimately this modern system enables interactive dashboards leveraging an HR analytics platform which makes it easy to combine data from all systems to deeply explore this data directly within the dashboard.

I. Explain how HR team can find insights that will improve organizational performance providing examples from HRM functions linked with AI enabled HR Analytics through HRIS.

(20 Marks)

II. Explain how HR team undergo a high-level analysis to make the decision on the HRIS change initiative such of the sophisticated nature of the new system and all sorts of costs involved with it.

(20 Marks)

(40 Marks)

Question 2

"Artificial intelligence, with various increasingly sophisticated and creative innovations, significantly impacts every line of human life. Artificial intelligence can answer today's HRM needs, but artificial intelligence can also become a threat to HRM."

Do you Agree with the above statement? Explain your stance with examples of HRIS in modern organizations. (20 Marks)

Question 3

"HRM's policy of protecting sensitive people data is the base of having a culture of cybersecurity in an organization."

Elaborate the above statement with the pictorial depiction of Components of Information Security in terms of CIA Triad concerning the culture of cybersecurity in HRIS.

(20 Marks)

Question 4

How would a HRIS enable the modern HR practitioner to become a strategic business partner? Explain with business examples from real world. (20 Marks)

Question 5

Briefly explain TPS, MIS, DSS, and ESS and the significant differences in each category with examples for each system type. (20 Marks)

Question 6

Provide a description for 4 (FOUR) topics out of the following listed topics

i. Change Management approaches in HRIS project implantation.
ii. What is meant by HRIS "Go Live" and explain the important factors relevant for it to be successful.
iii. Business requirement consideration in tailor made HRIS.
iv. Information systems are more than computers. Explain with the impacts of Organizations, Technology and Management.
v. HRIS can be successful as well as give Potential Pitfalls. Elaborate.

(4* 5 marks= 20 Marks)

(Total = 100 Marks)

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