University of Colombo, Sri Lanka

Institute of Human Resource Advancement (IHRA)

Masters Degree in Human Resource Management

(3rd Semester Examination – December 2012)

MHRM 11 – Human Resource Information Systems

Instructions to the Candidates

(1) Answer five (05) questions.

(2) Time allocated for the examination is three (03) hours.

(3) Total number of questions is seven (07).

(4) Total number of pages is two (02)

(5) If a page or a part of this question paper is not printed properly, please inform the Supervisor immediately.

(6) Use of any equipment/items such as mobile phones is prohibited, and rules & regulations of University examinations should be strictly followed.

01. i. Explain the expected functionalities and outputs of Transaction Processing System (TPS), Management Information System (MIS), Decision Support System (DSS), and Executive Support System (ESS) with respect to human resource function of the organization.

(12 Marks)

ii. What are the advantages of a good human resources self-service portal? Briefly explain its benefit to the organization in terms of employee engagement.

(08 Marks)
(Total 20 Marks)

02. i. What benefits an organization would gain by effectively analyzing the needs of its Human Resource Information Systems (HRIS)?

(12 Marks)

ii. Explain the purpose of a Software Requirement Specification (SRS) by stating what type of information should be included in a typical SRS.

(08 Marks)
(Total 20 Marks)

03. i. What is the difference between data view and process view of a system? Why this distinction is important when designing a new Human Resource Information System (HRIS)?

(10 Marks)

ii. What are the key factors to be considered by a firm in evaluating and selecting the best HRIS software solution offered by the vendor?

(10 Marks)
(Total 20 Marks)

04. i. Briefly explain the factors to be considered in developing a program of cost-benefit value analysis for HRIS implementation.

(10 Marks)

ii Explain with the appropriate examples, how change management plays an important role in automating HR functions in an organization.

(10 Marks)
(Total 20 Marks)

05. i. Discuss the future trends in HRIS with reference to how they tend to change the way of managing people in a globally competitive workplace.

(10 Marks)

ii. Compare and contrast the role of HRIS Software as a Service (SaaS) deployment model and onsite implementation of a HRIS.

(10 Marks)
(Total 20 Marks)

06. i. What are the advantages of using a project management (PM) approach for the management of a HRIS implementation project?

(10 Marks)

ii. "Success of HRIS implementation largely depends on the top management commitment and HR team involvement throughout the project". Discuss this statement with appropriate examples.

(10 Marks)
(Total 20 Marks)

07. 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)