IHRA

UNIVERSITY OF COLOMBO

INSTITUTE OF HUMAN RESOURCE ADVANCEMENT

UNIVERSITY OF COLOMBO, SRI LANKA

Masters Degree in Human Resource Management - Course No.03

3rd Semester Examination

(Held in January, 2014)

MHRM 11 –Human Resource Information Systems

Instructions to the Candidates

(1)   Total number of pages – Two (02)

(2)   Total number of questions - Seven (07)

(3)   Answer Five questions.

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

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

(6)   Write your index number in all pages of answer script

(7)   Tie up all answer sheets at the end of the examination

1. "Year 2013 considered as the year of social HR, with organizations integrating social technologies into the way they recruit, develop and engage employees" Explain the above statement in detail identifying key social media trends impacting HR.

(20 Marks)

2.

   i. Compare and contrast Management information systems (MIS) and Decision support systems (DSS) and explain how these two systems going to support the organization for effective decision making?

   (10 Marks)

   ii. What are the advantages of good human resources self-service portal? Explain how it is going to benefit the organization in terms of employee engagement.

   (10 Marks)
   (Total 20 Marks)

3.

   i. Explain the purpose of a software requirement specification (SRS) and discuss how it is going to benefit the organization when implementing a human resource information system?

   (10 Marks)

   ii. What is the difference between the data view of a system and the process view of a system? Explain key considerations of the process view and how it is going to benefit in designing a new human resource information system.

   (10 Marks)
   (Total 20 Marks)

4.

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

   (10 Marks)

   ii. Change management plays an important role when it comes to automation of human resource functions. Explain how change management is going to support successful implementation of a human resource information system.

   (10 Marks)
   (Total 20 Marks)

5. Write a business case to the top management of your organization justifying return on investment of a human resource information system explaining the factors required to consider when developing a cost benefit value analysis.

(20 Marks)

6.

  i. Identify four key challenges impacting the implementation of human resource information system and discuss in detail how are you going to overcome those challenges for a successful implementation.

  (10 Marks)

  ii. Explain the role required to play by the HR Manager and the HR team when implementing a human resource information system.

  (10 Marks)
  (Total 20 marks)

7. Select one of the below given human resource functions and discuss how you are going to automate the selected function explaining recommended functionalities for automation, expected benefits and challenges of automation.

   a. Recruitment
   b. Employee Training
   c. Leave management

(20 Marks)

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