Institute of Human Resource Advancement (IHRA)

University of Colombo, Sri Lanka

Master of Human Resource Management Course No. 12

3rd Trimester Examination

(Held on March, 2023)

MHRM5331 –Human Resource Information Systems

Instructions to the Candidates

(1) This paper consists of five (05) questions and two (02) pages.

(2) Answer only four (04) questions.

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

(4) Write your Index Number on all pages of answer scripts.

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

1.

   i. How can Human Resource Information Systems (HRIS) be used to manage employee data, such as payroll, benefits, and performance evaluations?

   (10 Marks)

   ii. How has the use of the Human Resource Information System (HRIS) evolved over the last two decades with the technology innovations happening in the areas of Cloud, Mobile, Data Analytics, etc?

   (15 Marks)

   (Total 25 Marks)

2.

   i. HR software as a service (SaaS) implementation becoming very much popular compared to on-premise implementations. Explain reasons for this change, highlighting benefits small to medium size company could gain out of SaaS implementations.

   (15 Marks)

   ii. What are the key considerations when selecting an HRIS for an organization, and how can an organization ensure a successful implementation.

   (10 Marks)
   (Total 25 Marks)

3.

   i. HR analytics play a vital role in managing people in a very competitive environment. Explain the role of HR analytics in making critical HR decisions with respect to your organization.

   (10 Marks)

   ii. How can HRIS software be used to support talent management initiatives, such as recruiting, onboarding, and training and development?

   (15 Marks)

   (Total 25 Marks)

4.

   i. Explain how gamification can be used at HR to support critical HR functions like learning and employee engagement.

   (15 Marks)

   ii. What are some common challenges associated with using an HRIS, and how these challenges can be addressed.

   (10 Marks)
   (Total 25 Marks)

1

5.

i.   "It is very much critical to re-visit HR processes and re-design when implementing an HR information system". Explain this statement in detail with appropriate examples.

(15 Marks)

ii. How can an organization measure the effectiveness of its HRIS system, and what metrics should be used to evaluate its performance?

(10 Marks)

(Total 25 Marks)

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