

Enrollment No.....



Faculty of Management  
End Sem (Even) Examination May-2018  
MS5EH10 Human Resource Information System  
Programme: MBA Branch/Specialisation: Management

Duration: 3 Hrs.

Maximum Marks: 60

Note: All questions are compulsory. Internal choices, if any, are indicated. Answers of Q.1 (MCQs) should be written in full instead of only a, b, c or d.

- Q.1 i. \_\_\_\_is information that has been given meaning? **1**  
(a) Data (b) Information  
(c) Knowledge (d) None of these
- ii. \_\_\_\_\_are things such as employees, jobs, promotion transactions, positions in a company and so on. They include both physical things and conceptual things. **1**  
(a) Attributes (b) Entities (c) Tables (d) Structures
- iii. This perspective focuses on the business processes and activities in which the organization engages and how data flow through the HRIS. **1**  
(a) Data perspective (b) Personnel perspective  
(c) Process perspective (d) None of these
- iv. DFD consists of \_\_\_\_\_symbols. **1**  
(a) Four (b) Three (c) Ten (d) Eleven
- v. This software is a set of integrated applications, or modules, that carry out the most common business functions: **1**  
(a) MRP (b) MRP-II (c) HRRP (d) ERP
- vi. This term denotes networking and communication via the Internet. **1**  
(a) Digital collaboration (b) Synchronous collaboration  
(c) Web based collaboration (d) None of these
- vii. This refers to safeguarding the accuracy and completeness of information and processing methods by ensuring that data cannot be modified without authorization. **1**  
(a) Availability (b) Confidentiality (c) Integrity (d) None of these

[2]

[3]

- viii. \_\_\_\_\_ is the right to control one's personal information, including the methods of dissemination of that information. **1**  
(a) Solitude (b) Anonymity (c) Intimacy (d) Reserve
- ix. This term refers to a second generation of web related services focusing on creativity, collaboration and sharing, in contrast to traditional isolated information silos. **1**  
(a) Web 2.0 (b) Web 20.00 (c) HR 2.0 (d) None of these
- x. Traditionally software development models are being replaced by "on demand" software plans, which see the company or customer leasing access to as few or many HR functions as it wishes to access. This approach to accessing software has been called **1**  
(a) Service oriented architecture (b) Rich internet application  
(c) Software as a service (d) None of these
- Q.2 i. Define managerial decision making. **2**  
ii. State types of HRIS. **2**  
iii. Describe the historical evolution of HRM and HRIS in terms of the changing role of HRM and the influence of technology on HRM. **4**
- OR iv. Justify the need for an HRIS. **4**
- Q.3 i. Compare standard software and customized software. **3**  
ii. Complete a flowchart of the process you follow to enrol in classes and pay your tuition. Then apply the process template in the section "Planning for System Implementation." **5**
- OR iii. Even if a system pays for itself financially, an organization must conduct a thorough feasibility study. What types of feasibility should be assessed, and what information does each type of feasibility assessment provide the organization. **5**
- Q.4 i. State objectives of EHRM. **3**  
ii. How can HRIS T & D applications help firms' foster organizational learning? **5**
- OR iii. A lot of compensation information is available to employees today on the web and much of it is inaccurate. How can an organization assure employees that they are fairly compensated (assume they are) when public data suggest otherwise? **5**

- Q.5 i. What do you mean by information security? **2**  
Attempt any two:  
ii. List and discuss the major information security and privacy threats to organizations. **3**  
iii. Discuss the role of HR in information security. **3**  
iv. Discuss HRIS and employee legislation. **3**
- Q.6 Attempt any two:  
i. How can social networking sites help in managing human resource? **4**  
ii. Write a note on business process reengineering. **4**  
iii. Differentiate the working of HRIS in small and large organizations. **4**
- Q.7 Case Study **10**  
You have been asked to create an application database for a small recruiting firm that specializes in recruiting HR professionals for small to medium sized firms. Describe the process you would use to design this database.

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## Marking Scheme

### MS5EH10 Human Resource Information System

Q.1	i. _____ is information that has been given meaning? (c) Knowledge	<b>1</b>
	ii. _____ are things such as employees, jobs, promotion transactions, positions in a company and so on. They include both physical things and conceptual things. (b) Entities	<b>1</b>
	iii. This perspective focuses on the business processes and activities in which the organization engages and how data flow through the HRIS. (c) Process perspective	<b>1</b>
	iv. DFD consists of _____ symbols. (a) Four	<b>1</b>
	v. This software is a set of integrated applications, or modules, that carry out the most common business functions: (d) ERP	<b>1</b>
	vi. This term denotes networking and communication via the Internet. (a) Digital collaboration	<b>1</b>
	vii. This refers to safeguarding the accuracy and completeness of information and processing methods by ensuring that data cannot be modified without authorization. (c) Integrity	<b>1</b>
	viii. _____ is the right to control one's personal information, including the methods of dissemination of that information. (d) Reserve	<b>1</b>
	ix. This term refers to a second generation of web related services focusing on creativity, collaboration and sharing, in contrast to traditional isolated information silos. (a) Web 2.0	<b>1</b>
	x. Traditionally software development models are being replaced by "on demand" software plans, which see the company or customer leasing access to as few or many HR functions as it wishes to access. This approach to accessing software has been called (c) Software as a service	<b>1</b>

Q.2	i. Managerial decision making.	<b>2</b>
	ii. Types of HRIS 1 mark each (1 mark *2)	<b>2</b>

	iii. Changing role of HRM	2 marks	<b>4</b>
	Influence of technology on HRM	2 marks	
OR	iv. Need for an HRIS 1 mark for each	(1 mark * 4)	<b>4</b>
Q.3	i. Standard software and customized software	1.5 mark each	<b>3</b>
	ii. Flowchart of the process	2 marks	<b>5</b>
	Apply the process template	3 marks	
OR	iii. Types of feasibility & explanation 1 mark each	(1 mark * 5)	<b>5</b>
Q.4	i. Objectives of EHRM 1 mark each	(1 mark * 3)	<b>3</b>
	ii. HRIS T & D applications help firms' foster organizational learning	Any five points with explanation 1 mark each	<b>5</b>
	OR	( 1 mark * 5)	
	iii. Compensation explanation w.r.t. to question	1 mark each	<b>5</b>
	Q.5	(1 mark * 5)	
	i. Information security		<b>2</b>
	Attempt any two:		
	ii. Major information security and privacy threats to organizations.	1 mark each	<b>3</b>
	iii. Role of HR in information security 1 mark each	(1 mark *3)	<b>3</b>
	iv. HRIS	1.5 marks	<b>3</b>
	Employee legislation	1.5 marks	
Q.6	Attempt any two:		
	i. Social networking sites help in managing human resource	1 mark for each	<b>4</b>
	ii. Business process reengineering explanation	(1 mark * 4)	<b>4</b>
	iii. Working of HRIS in small	2 marks	<b>4</b>
	Working of HRIS in large organizations	2 marks	
Q.7	Case Study		<b>10</b>
	Case analysis & problem solution step wise		

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