



MURANG'A UNIVERSITY OF TECHNOLOGY
SCHOOL OF COMPUTING AND INFORMATION
TECHNOLOGY

DEPARTMENT OF INFORMATION TECHNOLOGY

2023/2024 ACADEMIC YEAR

THIRD YEAR FIRST SEMESTER EXAMINATION FOR MASTER OF
SCIENCE IN HUMAN RESOURCE MANAGEMENT
SIT 610: MANAGEMENT INFORMATION SYSTEMS

DURATION: 3 HOURS

INSTRUCTIONS TO CANDIDATES:

1. Answer ANY FOUR questions.
2. Mobile phones are not allowed in the examination room.
3. You are not allowed to write on this examination question paper.

QUESTION ONE (25 MARKS)

- a) Explain five strategic objectives a firm could achieve by investing in management information systems such as human resource information system. (10 marks)
- b) Discuss critical occurrences with relation to technology and human resource in the following eras that contributed to present day HRIS.
- i. Post-world war 2 era (1945-1960) (5 marks)
 - ii. Social issues era (1963-1980) (5 marks)
 - iii. ERPs and strategic HRM management (1990-2010) (5 marks)

QUESTION TWO (25 MARKS)

- a) In reference to five forces model, describe the following competitive strategies and explain how information systems can support each of the competitive strategy with example
- i. Product differentiation (5 marks)
 - ii. Focus on market niche (5 marks)
 - iii. Low cost leadership (5 marks)
- b) For each of the following technologies, provide suitable definition and discuss the extent to which it impacts on the provision of human resource corporate MIS.
- i. Big data
 - ii. Mobile computing

Illustrate your answer with supporting real-life example. (10 marks)

QUESTION THREE (25 MARKS)

- a) Describe three levels of management and explain the differing information requirements at each level. (10 marks)
- b) In a management meeting, you recommend installation of MIS and DSS in addition to existing systems.
- i. Distinguish the use MIS and DSS at the management level. (8 marks)
 - ii. Explain briefly where you would apply and how you would use MIS and DSS in human resource management. (7 marks)

QUESTION FOUR (25 MARKS)

i. BEE company is in the process of developing a human resource information system(HRIS). Explain five reasons why the HRIS development may not succeed. (10 marks)

ii. A large food retailing company has procured and implemented a new HRIS. The management reporting functions of HR system are weak and senior management wants to improve fixed management reporting capabilities. The following options are being considered:

Option 1: The in-house development of a fixed reporting facility (using existing database management software) that would import data from the system.

Option 2: the procurement of compatible software package that provide a set of standardized fixed reports directly off the HR data repository.

Discuss the strength and weaknesses of the two options. State any assumptions you make about the organization with your answer. (15 marks)

QUESTION FIVE (25 MARKS)

A transport and logistics company has decided that no longer requires a head office and its strategic aim is to become a virtual organization.

- a) Describe five MIS technologies that could be used to create a virtual organization. (15 marks)
- b) The company's auditors have concern that information held by the virtual company would lack security. List and explain five to the information held by the virtual company. (10 marks)