MURANG'A UNIVERSITY OF TECHNOLOGY

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF HUMAN RESOUSE MANAGEMENT.

UNIVERSITY ORDINARY EXAMINATION

2023/2024 ACADEMIC YEAR

FOURTH YEAR **SECOND** SEMESTER EXAMINATION FOR BACHELOR

OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

BHR 407-HUMAN RESOURCE INFORMATION SYSTEMS

DURATION: 2 HOURS

INSTRUCTIONS TO CANDIDATES:

1. Answer question one and any other two questions.
2. Mobile phones are not allowed in the examination room.
3. You are not allowed to write on this examination question paper.

SECTION A: ANSWER ALL QUESTIONS IN THIS SECTION

QUESTION ONE (30 MARKS)

a. Outline the benefits of implementing an HRIS in an organisation.   (5 marks)
b. Highlight any five security measures that should be put in place to protect HRIS data.
                                                                              (5 marks)
c. Explain the meaning of the following.
       i.   Management information systems (MIS)   (2 marks)
       ii.   Electronic data processing (EDP).   (2 marks)
       iii.   Important data for HRIS.   (2 marks)
d. Identify four benefits of employee elf service (ESS) in an HRIS.   (2 marks)
e. Explain how HRIS can be successfully intergraded with other organisation systems.
                                                                              (6 marks)
f. Outline any four pitfalls associated with lack of planning and conducting a thorough needs analysis for HRIS.   (4 marks)

SECTION B – ANSWER ANY TWO QUESTIONS IN THIS SECTION

QUESTION TWO (20 MARKS)

a. Among the options available to organisation to acquire an HRIS is developing a system internally. Explain the drawbacks for taking such a move.   (10 marks)
b. Describe how an HRIS can assist in streamlining the recruitment process from posting job openings to on boarding new hires.   (10 marks)

QUESTION THREE (20 MARKS)

a. In what ways can an HRIS application facilitate training and development initiatives within an organisation.   (10 marks)
b. As a newly hired intern in ABC company ltd advice the management on handling employee's data ethically.   (10 marks)

QUESTION FOUR (20 MARKS)

a. Discuss any five emerging trends in both HRM & IT.   (10 marks)
b. Summarize any five causes of HRIS failures in organisation. How can these be mitigated?
                                                                              (10 marks)