



MURANGA UNIVERSITY COLLEGE
(A constituent College of Jomo Kenyatta University of Agriculture & Technology)

MAIN CAMPUS
ORDINARY UNIVERSITY EXAMINATIONS

2015/2016 ACADEMIC YEAR

FOURTH YEAR SECOND SEMESTER EXAMINATIONS

FOR THE DEGREE OF
BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

COURSE CODE: HEH 2401

COURSE TITLE: HUMAN RESOURCE INFORMATION SYSTEMS

DATE: 21ST APRIL 2016

TIME: 2 HOURS

INSTRUCTIONS TO CANDIDATES

Answer Question ONE (1) (compulsory) AND any other TWO

MRUC observes ZERO tolerance to examination irregularities

This Paper Consists of 2 Printed Pages. Please Turn Over.



QUESTION ONE

- a) Explain the following terms
- i). Human Resource Information Systems (1 mark)
 - ii). Electronic data processing (1mark)
 - iii). Equal Employment Opportunity/ Affirmative Action (EEO/ AA) Module (1 mark)
- b) The scope of HRIS application varies from one organization to another. Describe THREE application areas of HRIS in a bank. (6 marks)
- c) Highlight legal and ethical issues surrounding the use of the HRIS by individual employees for human resource activities. (5 marks)
- d) Briefly explain THREE specialized skills that the future HRIS professional need in order to effectively manage an organization's virtual human resource function. (3 marks)
- e) Describe the THREE pros and TWO cons associated with outsourcing most of your organization's HRIS functions to an independent vendor. (5 marks)
- f) Analyze FOUR main reasons for HRIS implementations failure and suggest how to these can be prevented from happening. (8 marks)

QUESTION TWO

- a) Explain FIVE reasons why would people resist the implementation of a new HRIS system that could make their job easier. (10 marks)
- b) Explain why spend the time and effort in conducting a needs analysis and highlight matters that should be considered in this phase of HRIS system development. (10 marks)

QUESTION THREE

Describe the historical evolution of Human Resource Management and Human Resource Information Systems in terms of the changing role of HRM and the influence of computer technology on HRM. (20 marks)

QUESTION FOUR

- a) Explain why information security and privacy is important consideration in the design, development, and maintenance of HRIS. (5 marks)
- b) Explain FIVE best practices as a HR manager you would consider or do to secure information security and privacy. (5 marks)
- c) Describe FOUR systems that interface with HRIS. (10 marks)