



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

MAIN CAMPUS
SPECIAL/SUPPLEMENTARY 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 2406

COURSE TITLE: HUMAN RESOURCE INFORMATION SYSTEMS

DATE:

TIME:

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) Highlight three limitations of e- recruitment (6 marks)
- b) Describe how internet can be used in training and development of employees. (5 marks)
- c) Briefly explain SIX advantages to firms in using HRIS. (6 marks)
- d) Briefly explain Post-implementation stage of HRIS. (7 marks)
- e) Briefly explain SIX major information security threats to organizations. (6 marks)

Question TWO

- a) Discuss FOUR reasons that led to slow computerization of human resource department (8 marks)
- b) Explain any SIX common HRIS applications and show how they Support Employment/Staffing in an organization (12 marks)

Question THREE

- a) Discuss FIVE factors that determine the ability of firms to harness the potential of HRIS (10 marks)
- b) Successful HRIS implementations are critically dependent on planning conducting a thorough needs analysis. Consider some of the potential costs of not planning and conducting a thorough needs analysis. (10 marks)

Question FOUR

- a) Discuss FIVE Environmental factors that influence HRIS, showing how they affect human resource management. (10 marks)
- b) Discuss the four main options for an organization to develop or acquire human resource information system (10 marks)