

MBHR 4004

M.B.A. DEGREE EXAMINATION, JUNE 2014.

Fourth Semester

Human Resource Management

HUMAN RESOURCE INFORMATION SYSTEM

(2012-13 Batch onwards)

Time : Three hours

Maximum : 100 marks

PART A — (5 × 6 = 30 marks)

Answer any FIVE questions out of the following.

1. What do you understand by the ERP software?
2. Identify the various types of users of HRIS.
3. Explain the key mechanism of HRIS.
4. What do you understand by MIS?
5. Explain the different methods of storing data.
6. Explain the process of job evaluation.
7. What are the basic needs of HRIS?
8. Define Organization Culture.

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions out of the following.

9. What is EHRM? Explain its advantages and disadvantages.
10. Briefly explain the stages in the evolution of HR Technology.
11. What is Executive development? Explain the methods of executive development.
12. Discuss the importance of IT for HR manager in the present scenario.
13. What is organization structure? Explain the different types of structures.
14. Explain about the essential communication process involved in the HRM.
15. Define HRIS. Briefly explain its objectives and functions.
16. Analyze the problems and possible solutions during IT adoption efforts in an organization.

PART C — (1 × 20 = 20 marks)

Compulsory

17. Case study

Jennifer, working in the HR department of 'Learn in Motion' was getting frustrated. With only a few employees, the company kept a paper-based file for each employee with personal information,

benefits forms and so on. She and Pierre had decided to outsource payroll, but she still had to spend several hours every two weeks gathering payroll information, such as regular hours, overtime hours, vacation time and sick time that had been taken and so on, to send to the payroll company. The benefits information and calculations were supposed to be carried out by the payroll company, but there had been several instances where mistakes had been made. Jennifer and Pierre discussed the issue and decided that as a high-tech company, they should investigate the possibility of computerizing their employee files and information. Even with a very small number of employees, they both thought it might be easier for them to use some sort of HRIS. They have asked you, their management consultants, to provide answers to the following questions.

Questions:

- (a) What data should be stored for each employee? How would the company use these data?
- (b) Does learn in motion need an HRIS? Conduct an HRIS needs analysis for the company.
- (c) Would you recommend an HRIS to Jennifer and Pierre? If so, what kind of system?