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FINAL EXAMINATION**

COURSE NAME : HUMAN RESOURCE INFORMATION SYSTEM
COURSE CODE : DSM2123
EXAMINATION : OCTOBER 2017
DURATION : 2 HOURS 30 MINUTES

INSTRUCTION TO CANDIDATES

1. This examintaion paper consists of **THREE (3)** parts :
PART A (30 Marks)
PART B (60 Marks)
PART C (10 Marks)
2. Candidates are not allowed to bring any material to examination room except with the permission from the invigilator.
3. Please check to make sure that this examination pack consist of:
 - i. Question Paper
 - ii. Objective Answer Paper
 - iii. Answering Booklet

DO NOT TURN THIS PAGE UNTIL YOU ARE TOLD TO DO SO

*This examination paper consists of **14** printed pages including front page*

PART A

This part consist of **THIRTY (30)** questions.

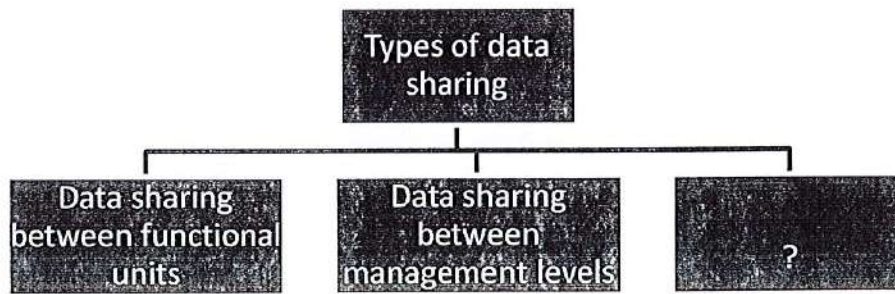
Answer **ALL** the questions in the Objective Answer Sheet.

1. Can further help decision makers to make and implement strategic decisions, the statement refer to?
 - A HRIS
 - B IS
 - C EIS
 - D MIS

2. System development process for an HRIS has five (5) general phases. Which of the following which is the phases for SDLC ?
 - A organizing
 - B controlling
 - C Leading
 - D Implementation

3. All of the following are type of system that providing support for HRM **except**
 - A Boundary spanning
 - B Transaction processing system
 - C Management information system
 - D Decision support system

4. Which of the following are the shortcomings for traditional oriented data structure?
 - A Data accuracy
 - B High data control
 - C Inadequate data manipulation capabilities
 - D Related programming effort



5. Which one is the correct answer to complete the figure?
- A Data sharing across department
 - B Data sharing between employees and manager
 - C Data sharing across geographically
 - D Data sharing between insourcing and outsourcing
6. Help conduct business on day to day basis to provide timely and accurate information to managers and executives, the statement refer to ?
- A Transaction processing system (TPS)
 - B Management reporting systems (MRS)
 - C Decision support system (DSS)
 - D Enterprise resource planning system (ERPS)
7. What strategy that highlight how the effectiveness of the firm will be improved by addition of a new or improved HRIS ?
- A Organization enhancement
 - B Risk avoidance
 - C Cost benefit analysis
 - D Force field analysis

8. Which of the following are the dimension of cost benefit analysis (CBA) ?

- i. Direct benefit
- ii. Direct cost
- iii. Indirect benefit
- iv. Implementation cost

A ii,iii,iv

B ii,iv

C i,ii,iii

D i,iii,iv

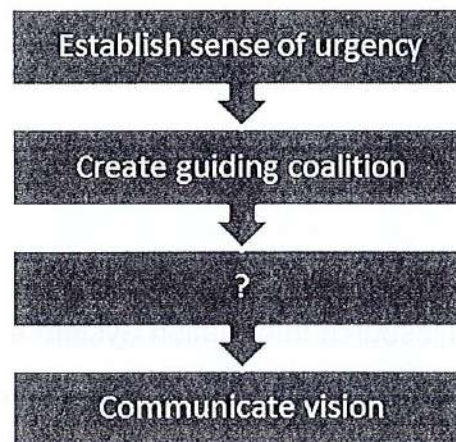
9. Is simply what its name indicates as comparison of the projected costs and benefits associated with and HRIS Investment ?

A Organization enhancement

B Risk avoidance

C Cost benefit analysis

D Sources of value for benefits and cost



10. The process above refers to Kotter's process of leading change.

Choose the correct process to fill in the blank.

A Empower action

B Generate short term wins

C Consolidate gains

D Develop transformational vision

"Seeks to stabilize the organizational at a new state of equilibrium and to ensure that the new behaviors are relatively safe from regression"

11. The above statement refer to which phase of Lewin change model ?

- A Behavior modification
- B Refreezing
- C Unfreezing
- D Changing

12. Choose the suitable categories for leadership factor of system failure

- i. Lack of executive support
- ii. Lack of recognition for team's effort
- iii. Lack of comprehensive communication plan
- iv. Lack of accountability for implementing the change

- A i,ii,iii
- B i,ii,iv
- C i,iv,iii
- D ii,iii,iv

13. Those are the Human Resource Information System **except**

- A Employee self-service (ESS)
- B Manager self-service (MSS)
- C Service-oriented architecture (SOA)
- D Shared service center (SSC)

14. Which one is the advantages of shared service centers for HR administration ?
- A Not using economies of scale to increase the unit costs
 - B Not concentrating on cost reduction to enhance competitive positioning
 - C May lead to unanticipated power shifts in organization
 - D Permitting HR administration managers to focus on delivering the timely, high quality transactions necessary to fulfil corporate requirements
15. Outsourcing contracts should include all of the following **except**
- A Specific pricing agreements
 - B Annual benefit enrollment
 - C Services and maintenance
 - D Term and condition

“can be designed as the overall ease with a user can browse through multiple Web pages to locate topics of interest”

16. The statement above refer to one of the attributes of recruiting website, which attributes are the most suitable with the statement ?
- A Navigability
 - B Content
 - C Aesthetic features
 - D Usability
17. Which of the following is the impact online recruitment objective?
- A Increase cost
 - B Not quality applicant
 - C Satisfaction and retention rates
 - D Low speed of filling job vacancies

18. Which of the following is not an example of test and assessments?

- A Knowledge test
- B Skill test
- C Ability test
- D Kindergarden test

19. Which of the following are the major programs offered by HR departments and is an important aspect of an organization's talent management program ?

- A Selection
- B Training
- C Recruitment
- D Management



20. To complete the systems model of training and development choose the **correct** answer

- A Establish sense of urgency
- B Create guiding coalition
- C Develop transformational vision
- D Design training and development solutions

21. Which one of the following is the disadvantages of e-learning ?

- A Required self motivation to learn
- B Improves computer skills
- C High degree of learning control
- D Interactive

“are form of compensation paid by employers to employees over and above the amount of pay specified as a base salary or hourly rate of pay”

22. Choose the most suitable answer from the above statement ?

- A Training and development
- B Benefit
- C Career management
- D 360 assessment

23. Involves everything that has to do with the payment of employees and the filling of employment taxes, the statement refer to ?

- A Performance
- B Compensation
- C Benefit
- D Payroll system

24. All of the following are the bonus option for employee benefits **except**

- A Sick leave
- B Performance bonus
- C Attendance bonus
- D Profit sharing

25. Which of the following is the issues affected for "pirated software"
- A The legal protection afforded and expression of an idea, such as song, video, game and some types of proprietary documents
 - B In certain situation, it is legal to use copyrighted material
 - C Intangible creative work that is embodied in physical form
 - D The unauthorized use, duplication, distribution or sale of copyright software
26. All of the following are threats to information security **except**
- A Authorized access to information
 - B Data accuracy problems
 - C Unauthorized disclosure of information
 - D Lack of privacy protection policy
27. Rearrange the five steps for creating an information security plan
- i. Communicate the information security policies
 - ii. Test and reevaluate risks
 - iii. Obtain stakeholder support
 - iv. Identify critical information assets and risks
 - v. Develop the information security plan
- A. i,ii,iii,iv,v
 - B. iii,iv,i,v,ii
 - C. v,i,iv,ii,iii
 - D. ii,iii,iv,v,i
28. Which one of the following is include in the future trend of HRM
- A business intelligence
 - B demographic workforce changes
 - C social networking
 - D enterprise portals

29. Is the general term used to refer tools such as Facebook, LinkedIn and twitter. It is also one of the features of Web 2.0
- A Webs 2.0
 - B Bring your own devices
 - C Social networking
 - D Enterprise portals
30. Which of the following is **not** the examples of Web 2.0 technology
- A Wikis
 - B Whatsapp
 - C Blogs
 - D podcasts

[30 MARKS]

PART B

This part consist of **THREE (3)** questions.

Answer **TWO (2)** the questions only in the Answer Booklet.

QUESTION 1

- i. Explain **five (5)** reason why do we need Human Resource Information System?

(10 marks)

- ii. Explain **four (4)** different types of Human Resource Information System according to organizational level, type of system and Human Resource Management example.

(10 marks)

- iii. Explain the **two (2)** types of data sharing

(10 marks)

QUESTION 2

- i. Explain **four (4)** element packaging analysis for decision makers in CBA.
(10 marks)
- ii. Explain **three (3)** phases in Lewin's change model and **seven (7)** phases in kotter's process of leading change?
(20 marks)

QUESTION 3

- i. Explain **five (5)** steps for creating an information security plan
(20 marks)
- ii. Explain **two (2)** future trends in Human Resource Management and **three (3)** future trend in Human Resource Information System
(10 marks)

[60 MARKS]

PART C

This part consists of **TWO (2)** questions. Answer **ALL** questions in Answer Booklet.

THE BENEFITS AND PITFALLS OF E-SELECTION

By Katie Kuehner-Hebert
Tuesday, February 26, 2013

E-selection systems can provide a substantial return on investment, but it requires spending a lot of effort setting it up, differentiating jobs and segments, he says.

Chris Gould, senior director of talent acquisition solutions at Aon Hewitt's Kansas City office, says HR managers need to consider the demographics of their target audience to determine whether they would have access to computers to complete applications and take assessments. If not, organizations either need to set up computer stations in local offices or solicit the aid of local community organizations or government offices that could provide computer access to job seekers.

Organizations also need to have proctors on hand, he says, to help people use e-selection systems, if necessary.

Regarding privacy and security issues, Gould says most people are getting more comfortable with having their personal information on the Internet, as more people are buying online products and services and putting their personal information on social media sites such as Facebook or Twitter.

"That being said," he says, "organizations have to have rigorous safeguards in place, and be able to explain how the information will be used, particularly if it's going to be used globally. As long as your communication is thoughtful and well-articulated, I don't believe many people are going to have an issue with that."

The future of e-selection will likely include more simulation and gasification to assess candidates' competencies and skills, Gould says.

- 1) Based on the case study, explain **five (5)** things organization should do before implement the e-selection?
(5 marks)
- 2) List **five (5)** examples of tests and assessments that could be in the e-selection.
(5 marks)

[10 MARKS]

END OF QUESTION PAPER

