



KOLEJ YAYASAN PELAJARAN JOHOR
ONLINE FINAL EXAMINATION

COURSE NAME : **HUMAN RESOURCES INFORMATION SYSTEM**
COURSE CODE : **DSM2123**
EXAMINATION : **DECEMBER 2021**
DURATION : **3 HOURS**

INSTRUCTION TO CANDIDATES

1. This examination paper consists of **TWO (2)** part :
PART A (40 Marks)
PART B (60 Marks)
2. Please refer to the detailed instructions in this question paper.
3. Answer ALL questions in the answer sheet which is A4 size paper (or other paper with the consent of the relevant lecturer).
4. Write your details as follows in the upper left corner for each answer sheet: /
 - i. Student Full Name
 - ii. Identification Card (I/C) No.
 - iii. Class Section
 - iv. Course Code
 - v. Course Name
 - vi. Lecturer Name
5. Each answer sheet must have a page number written at the bottom right corner.
6. Answers should be **neat and clear in handwritten form**.

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

This examination paper consists of 5 printed pages including front page

PART A

This part consists of **FOUR (4)** questions.

Answer ALL questions in Answer Sheet.

QUESTION 1

HRIS is to provide service in the form of *accurate and timely information* to the "clients" of system. There are a variety of potential clients, as HR information may be used for strategic, tactical and operational decision making.

a) State **four (4)** several advantages of using Human Resource Information System.

(4 marks)

b) Construct **three (3)** types of Information System providing support for Human Resource Management.

(6 marks)

QUESTION 2

a) Database Systems required an excessive programming effort and suffered from inadequate data manipulation capabilities if the program was poorly designed. The key to these systems was that relationships between different records were explicitly maintained. Describe **three (3)** comparisons of database models.

(6 marks)

b) Cost benefit analysis (CBA) are closely linked with a strategic goal such as profitability and the survival of the organization, without a well-done CBA managerial decision makers will be much likely to approve expenditures for new HRIS investment. Use **two (2)** justifications of strategies for HRIS investment.

(4 marks)

QUESTION 3

Structural approach to HR administration facilitated by the technology has opened paths to increase efficiency and effectiveness, improve service, and cost controls, possibilities unimagined by the HR professionals decade ago.

a) Self-service portal is an electronic access center to the organization's HRM information, it is divided into two, namely employee self-service portal (ESS) and Manager self-service portal (MSS). Classify the main purposes of ESS and MSS.

(4 marks)

b) Apply the theoretical bases for the **three (3)** HR administrative and organizing approaches.

(6 marks)

QUESTION 4

a) Extract the important of HRIS in benefit and payroll affecting by organization.

(4 marks)

b) As a Human Resource Manager, you are required to give compensation package for employers. Construct **three (3)** types of employee benefits.

(6 marks)

[40 MARKS]

PART B

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

Answer ALL questions in Answer Sheet.

QUESTION 1

a) *"A snowball effect is often seen, with a shortcoming in one area leading to subsequent shortcoming in other areas"- Lorenzi and Riley (2000)*

Discuss **five (5)** key casual factors related to HRIS implementation failures.

(10 marks)

b) Change Management Models help to draw our attention to the elements that important in the successful management of any HRIS implementation project. Analyze why Change Model is most important to change the leaders?

(10 marks)

QUESTION 2

a) The goal of the recruitment function is to identify, attract, and hire the most qualified people. As a recruiter, make sure your website fits and supports your organization's overall recruitment strategy and your visitors will be happy. Explain **four (4)** recruitment objectives for hiring the best candidates by using online recruitment.

(8 marks)

b) The attributes of the recruitment websites usability have been conceptualized as encompassing a number of dimensions, including navigability, content information, aesthetic features and usability. Classify the dimension of websites that can be useful for recruitment.

(12 marks)

QUESTION 3

a) E-learning can capitalize on a variety of different technologies that have emerged as a result of rapid development in information technology and the world wide web. Describe **five (5)** advantages and disadvantages of E-learning.

(10 marks)

b) Philips (1996) advocates that any available post-training data should be analyzed and converted into monetary values to establish ROI. Additionally, it is important to focus how effective the trainings are at improving employee job performance. Apply **five (5)** Kirkpatrick's (1960) evaluation taxonomy.

(10 marks)

[60 MARKS]

END OF QUESTION PAPER