KYPJ
KOLEJ YAYASAN PELAJARAN JOHOR

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FINAL EXAMINATION

COURSE NAME	:	**HUMAN RESOURCE INFORMATION SYSTEM**
COURSE CODE	:	**DSM2123**
EXAMINATION	:	**APRIL 2019**
DURATION	:	**2 HOURS 30 MINUTES**

INSTRUCTION TO CANDIDATES

1. This examination paper consists of **TWO (2)** : PART A (40 Marks)
   PART B (60 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. Answer Booklet

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*This examination paper consists of **4** printed pages including front page*

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PART A

This part consists of **FOUR (4)** questions. Answer **ALL** questions in Answer Booklet.

QUESTION 1

a. State **five(5)** reasons why do we need human resource information system?

(5 marks)

> Investment in Human Resource Information system is commonly perceived as a source of cost rather than revenue.

Statement 1

b. It is important to identify all sources of cost, in your own understanding explain about implementation cost

(5 marks)

QUESTION 2

a. List **five(5)** factors that contribute to system failure?

(5 marks)

b. Identify **five(5)** common elements in shared service centre?

(5 marks)

QUESTION 3

a. Stone el al (2005) offers the following research-based guidelines on the effectiveness design and use of online recruitment strategy. What are those guidelines that we need to follow when we create online recruitment?

(5 marks)

b. E-learning can capitalize on a variety of different technologies that have emerged as a result of rapid developments in information technology and the World Wide Web. Give **two(2)** categorized of E-learning?

(5 marks)

QUESTION 4

a. Today, firm place much greater demands on training applications in terms of compatibility with existing systems and accessibility to meet business needs. What are the criteria of a training application need to be?

(5 marks)

b. List **five(5)** types of employee benefits

(5 marks)

PART B

This part consists of **THREE (3)** questions. Answer **ALL** of the questions in the Answer Booklet.

QUESTION 1

According to engineering and information processing the formal design of any information processing system is supposed to follow a set of steps labelled the system development life cycle (SDLC). In your own understanding briefly explain all the phases in system development life cycle?

(20 marks)

QUESTION 2

In your opinions, what will be the major changes in the usage of Human Resource Information System in business in the next ten years?

(20 marks)

QUESTION 3

"Security is not a technology issue, it is a business issues". Discuss this statement with the component of information security.

(20 marks)

[60 MARKS]

END OF QUESTION PAPER