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**KOLEJ YAYASAN PELAJARAN JOHOR  
FINAL EXAMINATION**

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

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**INSTRUCTION TO CANDIDATES**

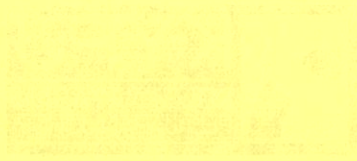
1. This examination paper consists of **TWO (2)** :  
PART A (40 Marks)  
PART B (60 Marks)
  
2. Candidates are not allowed to bring any material to examination room except with the permission from the invigilator.
  
3. Please check to make sure that this examination pack consist of:
  - i. Question Paper
  - ii. Answer Booklet

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



ROBOL VAYABIN BELGARIAN JOPOR  
FINAL EXAMINATION

HUMAN RESOURCE INFORMATION

COURSE NAME	COURSE CODE	EXAMINATION	DURATION
SYSTEM	DSM5133	APRIL 2019	2 HOURS 30 MINUTES

INSTRUCTION TO CANDIDATES

1. This examination consists of TWO (2) parts:  
PART A (30 Marks)  
PART B (70 Marks)

1. Candidates are not allowed to bring any material to examination room except with the permission from the invigilator.
2. Please check to make sure that this examination pack consists of:  
i. Question Paper  
ii. Answer Books

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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 et 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**

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