



**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 a system that is used to collect and store data on an organization's employees. HRIS makes human resource management easier and more efficient.

a. List **four (4)** objectives of HRIS.

(4 marks)

b. Classify **three (3)** key applications of Human Resource Information System that can enhance organization.

(6 marks)

QUESTION 2

a. The Human Resource Information System (HRIS) is a software or online solution for the data entry and data information needs of the Human Resources. Explain differentiate between data and information in HRIS function.

(4 marks)

b. Cost Benefit Analysis (CBA) is one of the first steps in seeking initial approval from top management from a HRIS project. Construct **three (3)** guidelines for cost benefit analysis (CBA).

(6 marks)

QUESTION 3

HR administrative approaches has opened paths to increased efficiency and effectiveness, improved service, cost controls, and possibilities unimagined by HR professionals.

a. Describe **two (2)** disadvantages of self-service portal and shared-service centers.
(4 marks)

b. Demonstrate **three (3)** HR administration and organizing approaches.
(6 marks)

QUESTION 4

a. Organization faced with the complexities of creating and administering compensation system are increasingly turning to technology for help. Describe **two (2)** types of compensation data inputs.
(4 marks)

b. Performance management (PM) is a corporate management tool that helps managers monitor and evaluates employees' work. How could managers apply for performance management system in organizations?
(6 marks)

[40 MARKS]

PART B

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

Answer ALL questions in answer Sheet.

QUESTION 1

Model of change process help draw organization attention to the elements important in the successful management of any HRIS implementation.

a. Describe **four (4)** stages of Kotter's Process of Leading Change.

(8 marks)

b. Investigate **six (6)** factors lead to system failure in Information Technology (IT).

(12 marks)

QUESTION 2

Social networking site is now providing a unique method of allowing recruitment practices to source, contact and screen both active and passive candidates.

a. Describe **four (4)** online recruitment guidelines.

(8 marks)

b. Applies why HR Practitioner use Web-based Selection System to select the best candidate in organization?

(12 marks)

QUESTION 3

Training and Development (T&D) activities are closely allied with performance management and talent management. The implementation of a T&D initiative can only be considered successful if transfer of learning has occurred.

a. Explains about training transfer on employee behavior.

(8 marks)

b. Illustrates system model of training to accomplish the organization goal.

(12 marks)

[60 MARKS]

END OF QUESTION PAPER