KOLEJ YAYASAN PELAJARAN JOHOR
FINAL EXAMINATION

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

INSTRUCTION TO CANDIDATES

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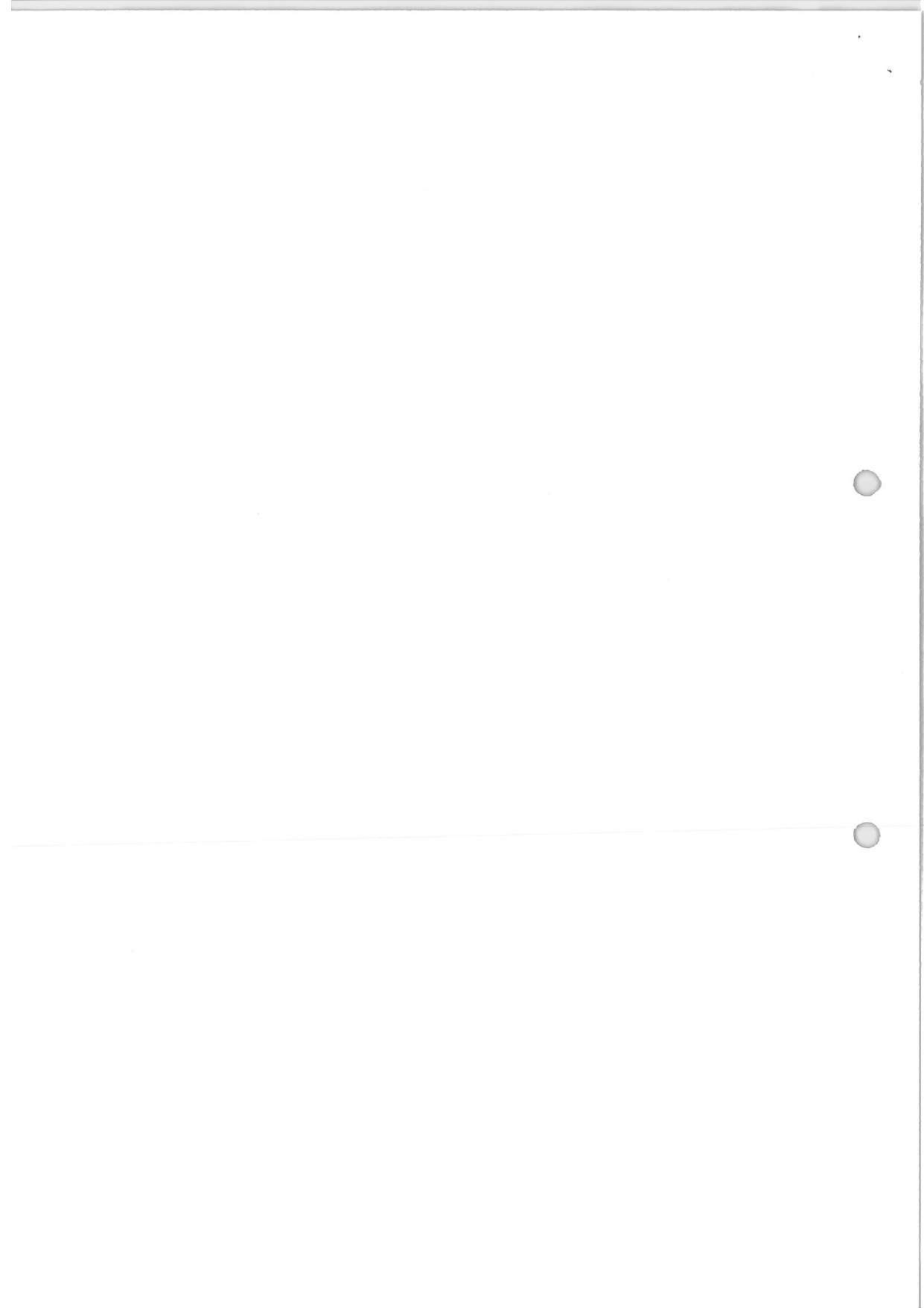   PART B (60 Marks)

    Part A consists of **FOUR (4)** questions. Answer **ALL** questions in answer booklet.
    Part B consists of **THREE (3)** questions. Answer **ALL** questions in answer booklet.

2. Candidates are not allowed to bring any material to the examination room except with the permission from the invigilator.

3. Please check to make sure that the this examination pack consists of:
    i.   Question Paper
    ii.   Answering Booklet

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THIS EXAMINATION PAPER CONSISTS OF 5 PRINTED PAGES INCLUDING FRONT PAGE

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PART A

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

Answer **ALL** all questions in Answer Booklet.

QUESTION 1

a. State **five (5)** reasons why do we need Human Resource Information System.

(5 marks)

b. List **five (5)** general phases of system development life cycle for Human Resource Information System.

(5 marks)

QUESTION 2

a. Explain **three (3)** shortcomings of traditional file oriented data structure.

(6 marks)

b. Explain **two (2)** main functions of Database Management System.

(4 marks)

QUESTION 3

a. Discuss **two (2)** justification strategies for Human Resource Information System investment.

(6 marks)

b. Explain **two (2)** organizatioinal and individual issues in Human Resource Information System implementation.

(4 marks)

QUESTION 4

a. Describe **three (3)** attributes of recruiting website.

(6 marks)

b. Explain **two (2)** specific considerations for designing a Web-based selection system.

(4 marks)

[40 MARKS]

PART B

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

Answer **ALL** of the questions in the Answer Booklet.

QUESTION 1

a. Human resource management administration deals with the efficient performance of the transactional activities. Discuss **two (2)** types of self-service portal in human resource administrative approach.

(10 marks)

b. The most common use of technology for selection systems is the use of computers to administer and score tests. Explain **five (5)** specific examples of tests and assessments.

(10 marks)

QUESTION 2

a. The approaches for traning and development adopted by organizations are quite possibly as diverse as the organizations that employ them. With aid of diagram, discuss **four (4)** steps used in the systems model of training and development.

(10 marks)

b. e-Learning is an umbrella term and broadly refers to any learning facilitated using electronic means. State **five (5)** advantages and **five (5)** disadvantages of e-learning.

(10 marks)

QUESTION 3

a. Information privacy and security are particularly importance issues for Human Resource Information System because unlike many other organizational systems, an Human Resource Information System includes a great deal of confidential data about employees. Describe **five (5)** threats sources that organization must alert to protect the system.

(10 marks)

b. Software threats are malicious pieces of computer code and applications that can damage computer as well as steal information. Explain **five (5)** types of software threats.

(10 marks)

[60 MARKS]

END OF QUESTION PAPER