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FINAL EXAMINATION**

COURSE NAME : HUMAN RESOURCES INFORMATION
SYSTEM
COURSE CODE : DSM2123
EXAMINATION : DECEMBER 2022
DURATION : 3 HOURS

INSTRUCTION TO CANDIDATES

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

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

This examination paper consists of 5 printed pages including the front page

PART A

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

Answer ALL in Answering Booklet.

QUESTION 1

Human Resource Information System (HRIS) encompasses the basic functionalities needed for end-to-end Human Resources Management (HRM). It is a system for recruitment, performance management, learning & development, and more.

a) State **four (4)** of the advantages of HRIS.

(4 marks)

b) Explain briefly **two (2)** major goals and focus for each type of Information System Providing Support for Human Resource Management.

- i. Transaction Processing System
- ii. Management Information System
- iii. Executive Information System

(6 marks)

QUESTION 2

a) Define the terms below:

- i. Data
- ii. Information
- iii. Knowledge

(6 marks)

b) Human Resource Information System (HRIS) investments justified by organization enhancements typically require more rigorous support and are subjected to more intense scrutiny by decision-makers. List and explain briefly **two (2)** strategies for justifying HRIS investment.

(4 marks)

QUESTION 3

a) Online recruitment refers to the sourcing of candidates using the Internet. This can be done in a variety of ways from social media recruiting to online job boards. Give **two (2)** advantages and **two (2)** disadvantages of online recruitment.

(4 marks)

b) Petronas Twin Towers in the hiring process for a Financial Assistant. The candidates must be someone who is knowledgeable and skillful in financing. As a Human Resource Officer, determine **three (3)** suitable tests to be implemented for selecting the right candidate.

(6 marks)

QUESTION 4

a) Give the element that should be considered to ensure successful learning in training and development.

(2 marks)

b) Your employees can contribute to the success of your company when they are trained to perform their jobs according to industry standards. Training, which is essential for management as well as staff, typically consists of several classes onsite or at a different location during orientation. As a trainer, suggesting **four (4)** off-the-job training methods for your employees can be overwhelming.

(8 marks)

[40 MARKS]

PART B

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

Answer ALL questions in Answering Booklet.

QUESTION 1

a) Human Resource Information System (HRIS) is an information system that is focused on supporting HR functions and activities. The weakness of this system is will affect individual skills like teamwork and soft skill in the organization. Discuss **four (4)** factors that contribute to HRIS implementation failure.

(16 marks)

b) Kotter's (1996) eight-stage model indicates that all stages should be worked through in order to effect successful change. Skipping a step or getting too far ahead in the change process without a solid base may create problems. Provide **two (2)** advantages and **two (2)** disadvantages of this model.

(4 marks)

QUESTION 2

a) In the modern workforce, applicants are expected to easily apply online from a device of their choosing and receive electronic feedback and instructions as they move through the recruitment process. Discuss the **five (5)** impacts of online recruitment.

(10 marks)

b) Human Resource Information System (HRIS) role is helping to design and apply the administrative functions of the system, the features permitting access to assessment results, and the right to distribute candidate information. Classify the practice of specific considerations for designing a computerized or web-based selection system.

(10 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. Give **seven (7)** advantages and **seven (7)** disadvantages of E-learning.

(14 marks)

b) On-job-training is very important since real learning and practice can take place. Learning becomes fruitful only when theory is combined with practice. Therefore, on-the-job methods can be balanced with classroom training methods (off-the-job methods). List **three (3)** examples of two categories of training methods improving performance.

(6 marks)

[60 MARKS]

END OF QUESTION PAPER

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