



**KOLEJ YAYASAN PELAJARAN JOHOR
FINAL EXAMINATION**

**COURSE NAME : HUMAN RESOURCE INFORMATION
SYSTEM**

COURSE CODE : DSM 2123

EXAMINATION : JANUARY 2024

DURATION : 3 HOURS

INSTRUCTION TO CANDIDATES

1. This examination paper consists of **THREE (3)** parts :
 - PART A (40 Marks)
 - PART B (40 Marks)
 - PART C (20 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 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 **12** printed pages including front page

0

0

PART A

This part consists of **TWENTY (20)** questions.

Answer ALL question in Objective Answer Paper.

1. Model of change process consists of _____
 - A Hitler's change model & Elbit's change model.
 - B Kotter's change model & Lewin's change model.
 - C Fogg's change model & Behavior change model.
 - D Maslow's change model & Skinner's change model.

2. The second stage in transition phase is _____
 - A middle.
 - B ending.
 - C neutral zone.
 - D new beginning.

3. Why change model is helpful to change leaders?
 - i Guide action.
 - ii Separate information.
 - iii Provide common language.
 - iv Interpret data about the organization.
 - A i, ii and iii
 - B i, iii and iv
 - C ii, iii and iv
 - D All above

4. Husaini asked his secretary to use Google Drive to store company's documents, unfortunately his secretary still use the file storage method.

Statement 1

Based on the **Statement 1** above, which issues would be rise in HRIS implementation.

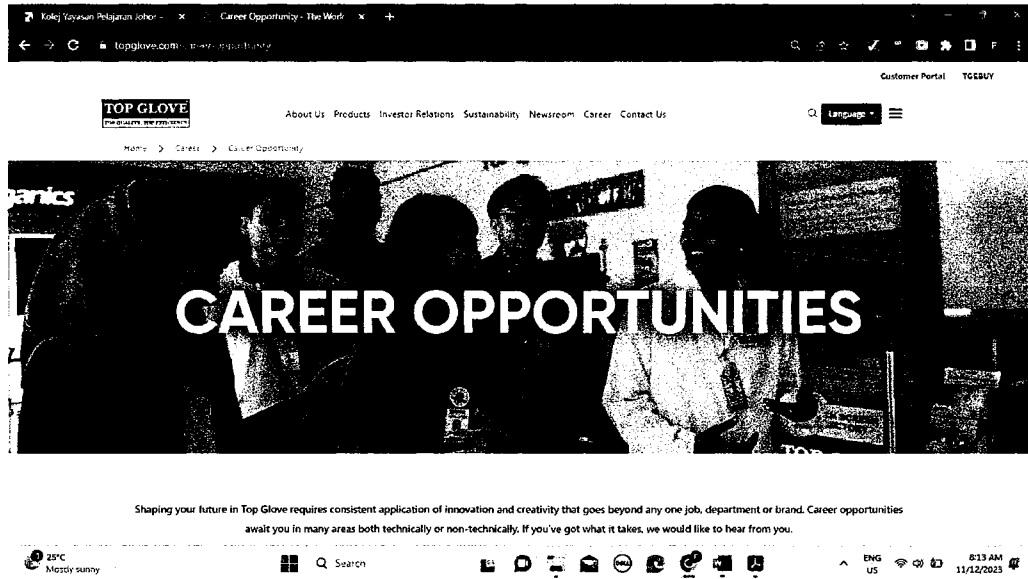
- A Cultural issues.
 - B User acceptance.
 - C Resistance to change.
 - D Organizational culture.
5. MYDIN Mart has introduced QR scanner system to make it easier for their staff to do a stock check. Eight months later all of their employee uses the system as a permanent procedure. How MYDIN Mart makes their employee to follow the changes.
- i Empower action.
 - ii Communicate vision.
 - iii Creating a story of change.
 - iv Generate short-term wins.
- A i, ii and iii
 - B i, ii and iv
 - C ii, iii and iv
 - D All above
6. Choose the goal of online recruitment.
- A to evaluate an employee attitude.
 - B to expand their search of applicants.
 - C to increase the numbers of employee.
 - D to attract applicants who have a good personality.

7. Navigability is one of the attributes of recruiting websites. Defines navigability.
- A Providing information that the user desire.
 - B Overall stylistic or innovative aspect of website.
 - C User can browse through multiple web page to locate topics of interest.
 - D Effect of applicant perceptions and attitudes towards the organization.
8. Yusry was attending an interview as architect at TRX construction Sdn.Bhd. During the interview session he is required to draw a building plan. What is a selection test that the organization should use to evaluate Yusry?
- A Skill test.
 - B Ability test.
 - C Knowledge test.
 - D Personal attributes test.
9. CX5 Industry would like to make improvements of their recruitment websites. Which of the following are the attributes that CX5 Industry needs to pay attention in constructing recruitment website.
- i Cost.
 - ii Content.
 - iii Usability.
 - iv Policies.
- A i, and ii
 - B ii and iii
 - C iii and iv
 - D All above

10. Differentiate between knowledge test and skill test.

	Knowledge Test	Skill Test
A	Apply anytime.	Limited time to apply.
B	Interact with simulated coworkers.	Interact with employees and business associates.
C	Draw logical about conclusion.	Draw logical about statement.
D	To measure how well the new hire has learned essential job information taught.	To identify the candidate's effectiveness in using software.

11.



Picture 1

Picture 1 shows an interface of Top Glove recruitment Websites. Classify the attributes found in the websites.

- i Content.
- ii Usability.
- iii Diversity of applicants.
- iv Speed of filling vacancy.

- A i, and ii
- B iii and iv
- C ii, iii and iv
- D All above

12. Training refers to the planned acquisition of the _____, skill, and _____ to carry out a specific task or job.

- A method, content
- B knowledge, abilities
- C analysis, evaluating
- D implementing, designing

13. Learning will be useful and best when
- A learners learn when they cannot see a benefits.
 - B learners know the reasons for learning new skills.
 - C learners are passively involved in learning activity.
 - D learners not believe learning activity is relevant to their job.
14. Which of the following is an example of Web 2.0.
- i LinkedIn.
 - ii Facebook.
 - iii YouTube.
 - iv Web pages.
- A i, ii and iii
 - B i, ii, and iv
 - C ii, iii, and iv
 - D All above
15. Hashim is a new staff in Human Resource department. In probation period, his supervisor Razak has plan to expose Hashim with all position in HR department such as compensation, recruitment, performance management and disciplinary. Based on the situation, which training method is suitable for implement to Hashim.
- A Role play.
 - B Simulation.
 - C Job rotation.
 - D Online learning.
16. The legal protection afforded an expression of idea such as song, video, and game. This statement refers to
- A spyware.
 - B copyright.
 - C human error.
 - D Intellectual property.

17.

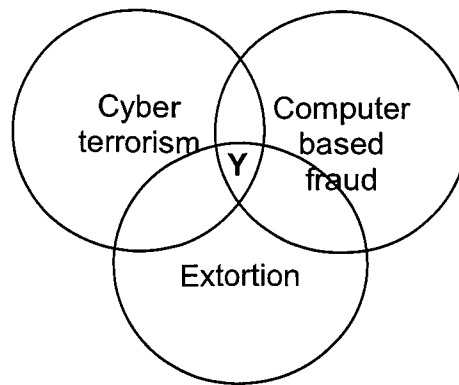


Diagram 1

Identify Y in **Diagram 1**.

- A Types of threats.
- B Employee privacy.
- C Privacy considerations.
- D Legal requirement for information security.

18. Employee are unaware to review and correct their information in HRIS will lead to _____.

- A system failure.
- B inaccurate data.
- C stigmatization problem.
- D disclosure of information.

19.

- ✦ X is another type of malware.
- ✦ X usually hides inside e-mail attachments.
- ✦ X infects a user's computer when attachments are opened.

Statement 2

X in **Statement 2** referring to

- A Trojan.
- B Spyware.
- C Extortion.
- D Blenden threats.

20.

Two artists sue MyNews Holdings Bhd

Two artists sue MyNews Holdings Bhd for claiming that the convenience store chain operator had used their artwork without consent on bags that it sold.

Shamsaimun Ezil and Amir Hamzah Hashim named MyNews and its wholly-owned subsidiary, Eemerge Incorporated Sdn Bhd, as the defendants in the suit filed on April 3. The duo claimed that the defendants had violated by copying, selling and advertising the artwork without their written consent or knowledge.

They sent a letter of demand dated Oct 19, 2018 to the defendants, asking them to stop selling the bags with their artwork and claiming damages for losses. In a letter dated Nov 15, the defendants' lawyers said MyNews had stopped selling the bags but denied that it was responsible for the infringement.

By adminhzac | April 12, 2019

Article 1

Based on the **article 1**, how the artists can do to avoid from this kind of issues happened?

- A Register copyright.
- B Identify critical information.
- C Obtain stakeholder support.
- D Implement pirated software.

[40 MARKS]

PART B

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

QUESTION 1

a) Madam Norita needs to identify training and development gap among workers. Suggest to Madam Norita how to identify the gap so the training she plan is relevant to the organization's current needs.
(6 marks)

b) Differentiate two (2) things about training and development.
(4 marks)

QUESTION 2

a) As a Human Resource Executive, you are required to propose and convince five (5) advantages of E-learning to your manager for implementing in organization.
(5 marks)

b)

An education method where employees learn more about their job or the latest advancements in their field at a location away from their workplace

Statement 1

Point out five (5) examples of training method that refer to the statement above.
(5 marks)

QUESTION 3

a) Describe about external hackers.

(4 marks)

b)

The increase use of HRIS to store data has prompted concerns about the degree to which these systems have the potential to invade personal data.

Statement 2

Based on the statement above, determine six (6) probability employee privacy considerations towards this issue.

(6 marks)

QUESTION 4

a) There are five total steps in creating an information security plan. Rahim gets stuck at the second step. Help Rahim to complete another 4 steps to ensure he creating security plan successfully.

(4 marks)

b) Compare any two (2) types of threat resources.

(6 marks)

[40 MARKS]

PART C

This part consists of **TWO (2)** questions.

Answer ALL question in Answering Booklet.

QUESTION 1

XiaoMi Company replace an old model of photocopy machine to new photocopy machine in organization. Their employees are requiring to using the new machine after attending a training. Based on the diagram below, identify ABC phase in changing and explain three (3) key stages under B.

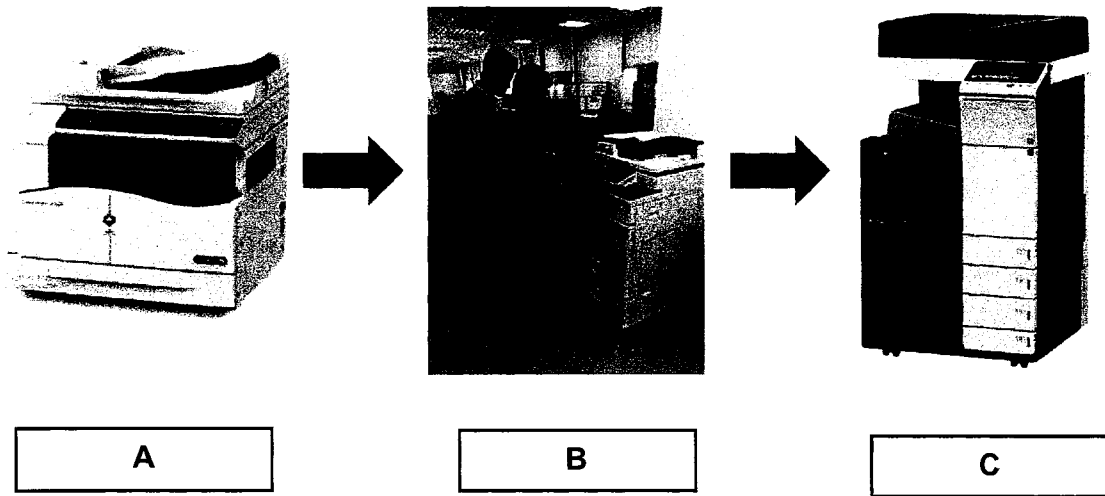


Diagram 3

(12 marks)

QUESTION 2

Explain four (4) specifics consideration for designing a computerized or web-based selection system.

(8 marks)

[20 MARKS]

END OF QUESTIONS

0

0