



**KOLEJ YAYASAN PELAJARAN JOHOR
FINAL EXAMINATION**

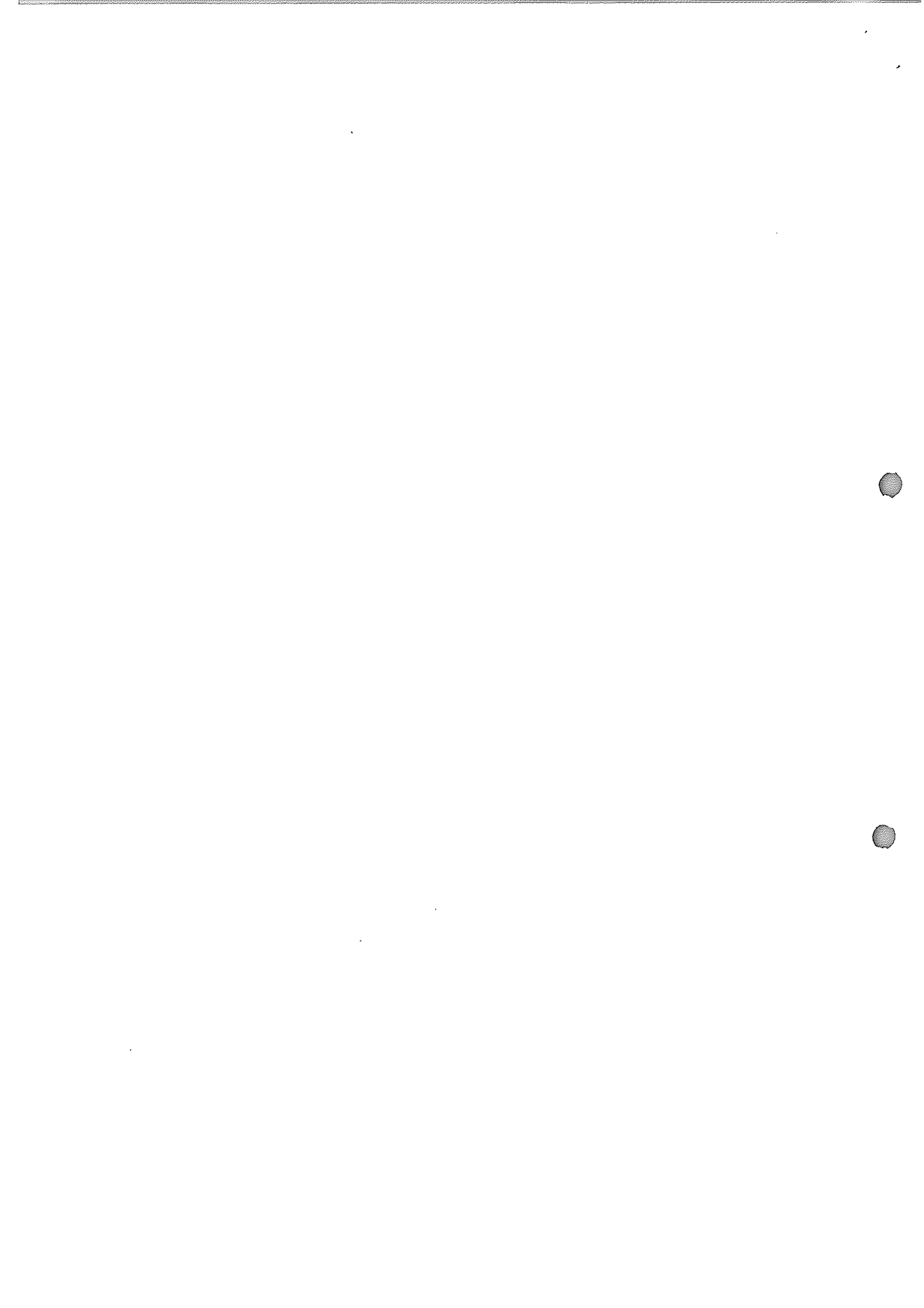
COURSE NAME : HUMAN RESOURCE INFORMATION
 : SYSTEM
COURSE CODE : DSM 2123
EXAMINATION : JUNE 2023
DURATION : 3 HOURS

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 **11** printed pages including front page



PART A

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

Answer ALL question in Objective Answer Paper.

1. Which of the following is a pioneer of change model?
 - A Elbit's change model.
 - B Hitler's change model.
 - C Kotter's change model.
 - D Maslow's change model.

2. There are _____ stages in Lewin's change models.
 - A one
 - B three
 - C five
 - D eight

3. Identify which are the reasons for IT system failure in terms of planning.
 - i. Lack of executive support.
 - ii. Insufficient project funding.
 - iii. No clear vision for the change.
 - iv. Roles and responsibilities not clearly defined.
 - A i, ii and iii
 - B i, iii and iv
 - C ii, iii and iv
 - D All above

4.

People need to make the psychological adjustments necessary to say goodbye to the old ways of doing things and begin to welcome the new ways of doing things.

Statement 1

Which of the following step is related to the statement above.

- A Ending.
- B Refreezing.
- C Neutral zone.
- D New beginning.
5. Radeon Company has implemented a new system for their employee which is an InfoTech attendance system to replace the thumbprint system. However, 70% of the employees are still using an old system due to lack of information. Help Radeon Company to ensure all their employee will be using the new system.
- A Creating a story of change.
- B Inform the purpose of change.
- C Avoid to implement InfoTech attendance system.
- D Punish the employee who still using an old system.
6. The purpose of online recruitment is
- A to analysis the numbers of applicants.
- B to evaluate an employee performance.
- C to measure ability and personality of applicants.
- D to identify, attract and hire the most qualified people.
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. Hazim found that his typist did not show a good work performance. Hazim identified, it is because of improper measure of ability in hiring process. Suggest to Hazim the most suitable assessment he can use to find a qualified employee for the position.
- A Skill test.
 - B Knowledge test.
 - C Work simulation.
 - D Personal attributes test.
9. There are a growing number of organizations who wish to use a website for recruitment. Thus, there are few things that HR needs to pay attention in constructing recruitment website.
- i. Content.
 - ii. Usability.
 - iii. Navigability.
 - iv. Aesthetic features.
- A i, and ii
 - B ii and iii
 - C iii and iv
 - D All above
10. Differentiate between online recruitment objective in terms of quantity of applicants and quality of applicants.

	Quantity of applicants	Quality of applicants
A	Convenient for applicants.	Different background of applicants.
B	Available 24 hours for apply.	Easy to upload resume.
C	Not allow to upload resumes for various position.	Application will never receive sugar-coated information.
D	Can decrease cycle time in sorting data.	Available 24 hours for apply.

11.



Picture 1

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

- i. Aesthetic features.
- ii. Navigability.
- iii. Content.
- iv. Usability.

- A i, ii and iii
- B i, iii and iv
- C ii, iii and iv
- D None of above

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

- A skills, abilities
- B method, content
- 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 3.0.
- i. E-mails.
 - ii. YouTube.
 - iii. Cloud computer.
 - iv. Augmented reality.
- A i, and iii
 - B ii and iii
 - C iii and iv
 - D All above
15. Shafieudin is a new staff in Human Resource department. In probation period, his supervisor Amirul has plan to expose Shafieudin 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 Shafieudin.
- A Role play.
 - B Simulation.
 - C Job rotation.
 - D Self-directed learning.
16. The penetration of organization systems by someone who accesses a computer network unlawfully. This situation refers to
- A extortion.
 - B human error.
 - C external hacker.
 - D blended threats.

17.

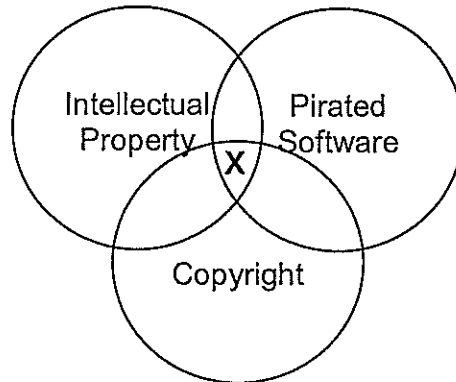


Diagram 1

Identify X in **diagram 1**.

- A Types of threats.
 - B Privacy considerations.
 - C Components of information security.
 - 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. Every organization know regarding legal requirement for information security. Which of the following is the right steps for creating an information security plan.
- A Obtain stakeholder support - Develop the information security policies – Communicate the information security policies – Identify critical information assets and risks – Test and reevaluate risk.
 - B Develop the information security policies – Communicate the information security policies – Identify critical information assets and risks – Test and reevaluate risk – Obtain stakeholder support.
 - C Identify critical information assets and risks – Test and reevaluate risk - Obtain stakeholder support - Develop the information security policies – Communicate the information security policies.
 - D Test and reevaluate risk - Identify critical information assets and risks – Obtain stakeholder support– Communicate the information security policies - Develop the information security policies
20. In 2022, Fun Technology Sdn. Bhd was affected by flood. This cause severe damage to equipment and losses data of sales files as well as employees' files. Based on the situation, suggest the solution you take to prevent data loss?
- A Implement system of data storage.
 - B Evaluate quality of files.
 - C Creating security policy.
 - D Identify system failure.

[40 MARKS]

PART B

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

Answer ALL question in Answering Booklet.

QUESTION 1

a. Miss Nabilah intends to hold communication training at her workplace. Suggest to Miss Nabilah how to ensure that the training is relevant to the organization's current needs.

(6 marks)

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

(4 marks)

QUESTION 2

a. Mr. Norman is in considering to implement the E-Learning in his organization. As a Human Resource Executive, you are required to propose and convince **six (6)** advantages of E-learning to Mr. Norman.

(6 marks)

b. Categorized **four (4)** steps of ROI methodology based on Kirk Patrick's Evaluation Taxonomy.

(4 marks)

QUESTION 3

a. Identify **four (4)** issues affected by technology advance.

(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 1

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

(6 marks)

QUESTION 4

a. One of the information security areas is prevention and resistance. How these areas can prevent information security breaches.

(4 marks)

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

(6 marks)

[40 MARKS]

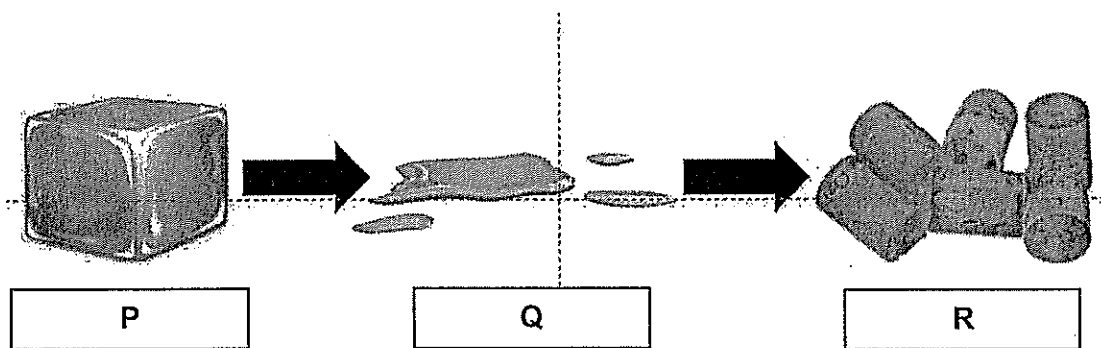
PART C

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

Answer ALL question in Answering Booklet.

QUESTION 1

Based on the diagram below, identify PQR and explain **three (3)** key stages under Q.



(12 marks)

QUESTION 2

Explain **four (4)** specific considerations for designing a computerized or web-based selection system.

(8 marks)

[20 MARKS]

END OF QUESTION



