



KOLEJ YAYASAN PELAJARAN JOHOR
ONLINE FINAL EXAMINATION

COURSE NAME : **HUMAN RESOURCES INFORMATION SYSTEM**
COURSE CODE : **DSM2123**
EXAMINATION : **JUNE 2022**
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 to provide service in the form of *accurate and timely information* to the "clients" of system. There are a variety of potential clients, as HR information may be used for strategic, tactical and operational decision making.

a) List **four (4)** importance of Human Resource Information (HRIS).

(4 marks)

b) Construct **three (3)** types of Information System that can provide support for organization in terms of boundary spanning.

(6 marks)

QUESTION 2

a) Database Management Systems is a sophisticated piece of system software that consists of multiple integrated model that deliver a consistent, managed environment for creating, accessing and modifying data in databases. Describe **two (2)** problems with early database management system.

(4 marks)

b) Cost benefit analysis (CBA) is a systematic method for quantifying and then comparing the total costs to total expected rewards of undertaking a project or making an investment. Prepare **three (3)** guidelines for a successful HRIS CBA.

(6 marks)

QUESTION 3

a) Top management of Amgen is not confident with the implementation of online recruitment in staffing activity. As a Human Resource Manager, explain **four (4)** advantages of using online recruitment to the top management.

(4 marks)

b) The attributes of the recruitment websites usability has been conceptualized as encompassing a number of dimensions. Classify **three (3)** dimension of websites that can be used for recruitment.

(6 marks)

QUESTION 4

a) Discuss the importance of HRIS in benefit and payroll affecting by organization.

(2 marks)

b) Find ways how organization implement the system model of training and development program?

(8 marks)

[40 MARKS]

PART B

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

Answer ALL questions in Answer Sheet.

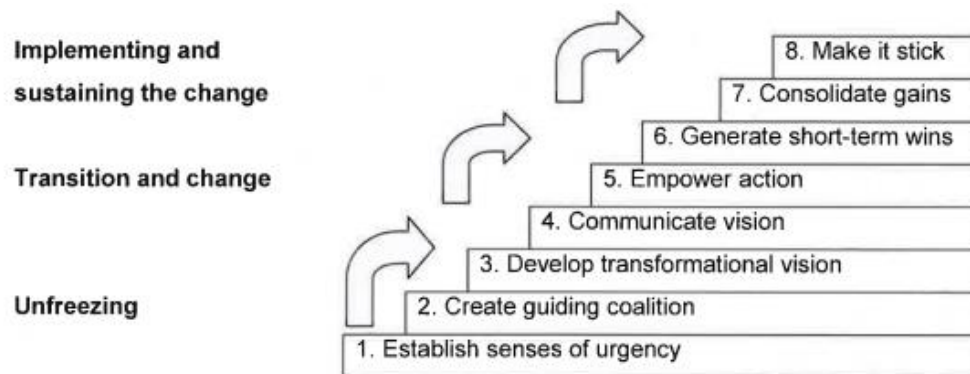
QUESTION 1

Figure 1.0 : Kotter's Eight-Stage Change Process

a) Kotter's (1996) Eight-Stage Model offers a process to manage change successfully and avoid the common pitfalls that have failed change programs. As can be seen in Figure 1.0, discuss **eight (8)** stages that should be worked through in order to effect successful change.

(8 marks)

b) Successful implementation of Human Resource Information System (HRIS) will lead to the use of the technology in organization. However organization must be mindful and prepare to face any issues. Analyze **three (3)** potential of organization and individual issues in HRIS implementation.

(12 marks)

QUESTION 2

- a) Advancements in the Human Resource technology space led to organizations adopting different types of pre-employment tests to increase their quality of hiring. Explain **four (4)** types of test can be used by company to increase their quality of hiring.

(12 marks)

- b) Conducting online recruitment with guidelines in the current circumstances can offer applicants and organization a safer alternative to face-to-face interviews. As a manager, state **eight (8)** way how can you ensure the effectiveness of conduction online recruitment.

(8 marks)

QUESTION 3

- a) Learning organizations provide continuous learning opportunities to reach organizational goals as well as individual performances. From your own point of view, describe what can make learning more attractive.

(10 marks)

- b) Philips (1996) advocates that any available post-training data should be analyzed and converted into monetary values to establish ROI. Apply **five (5)** ROI data based on Kirkpatrick's evaluation taxonomy.

(10 marks)

[60 MARKS]

END OF QUESTION PAPER