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**KOLEJ YAYASAN PELAJARAN JOHOR  
ONLINE FINAL EXAMINATION**

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**COURSE NAME : HUMAN RESOURCE INFORMATION  
SYSTEM**

**COURSE CODE : DSM2123**

**EXAMINATION : NOVEMBER 2020**

**DURATION : 6 HOURS**

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**INSTRUCTION TO CANDIDATES**

- 1 This examination paper consists of **TWO (2)** parts: PART A (40 Marks)  
PART B (60 Marks)
2. Please refer to the detailed instructions in this question paper.
3. Students are allowed to refer to resources such as lecture notes, books, internet or any other relevant resources.
4. Answer ALL questions in the answer sheet which is A4 size paper (or other paper with the consent of the relevant lecturer).
5. 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
6. Each answer sheet must have a page number written at the bottom right corner.
7. Answers should be handwritten, neat and clear.

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

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

**PART A**

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

Answer ALL questions in Answer Sheet.

**QUESTION 1**

- a. State **five (5)** phases of “system development life cycle (SDLC)”.  
(5 marks)
- b. As a managerial decision maker, what types of information systems would you use to support operations and decision making?  
(5 marks)

**QUESTION 2**

- a. Describe **two (2)** types of software systems in data sharing between different management levels.  
(4 marks)
- b. How would you relate between dimension of “cost-benefit analysis (CBA)” and investment in Human Resource Information System (HRIS)?  
(6 marks)

**QUESTION 3**

- a. Explain any **two (2)** of the online recruitment guidelines introduced by Stone (2005).  
(4 marks)
- b. How can an online recruitment give impact on:  
i. the quantity of applicants?  
ii. the quality and diversity of applicants?  
(6 marks)

**QUESTION 4**

a. Describe **two (2)** types of successful learning event.

(4 marks)

b. How “training need analysis (TNA)” can close the gap between employee’s existing “knowledge, skills and abilities (KSA)” with the required KSA?

(6 marks)

**[40 MARKS]**

**PART B**

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

Answer ALL questions in Answer Sheet.

**QUESTION 1**

- a. "Given the complexity of change, and how to actually get to a new state, a process roadmap is essential" (Anderson & Anderson, 2010). Explain **five (5)** reasons why the use of change model is helpful to change leaders.

(10 marks)

- b. Leading any change initiative is a complex activity, and one model of change cannot be viewed as superior for all organizations. It is because each firm has its own work process, culture and competencies. With aid of diagram, analyze Kurt Lewin's change model.

(10 marks)

**QUESTION 2**

- a. Another key of HRIS role is to helps in designing and applying the administrative functions of the system, the features permitting access to assessments results and the right to distribute candidate information. Discuss **five (5)** considerations for designing a Web-based selection system.

(10 marks)

- b. The important factor that may affect the acceptance and effectiveness of an online recruiting is the design of the website. As a Software Engineer, construct **four (4)** attributes of recruiting websites to influence applicant perceptions. Provide your answers with **one (1)** example.

(10 marks)

**QUESTION 3**

- a. Model of training and development can be viewed as a cycle to highlight the cyclical and continuous nature of the learning process. With the aid of the diagram, discuss **four (4)** steps of the system model of “training and development (T&D)” that applied in today’s HR activities.

(10 marks)

- b. A web service is a software system designed to support computer-to-computer interaction over the Internet. The web is an advanced resources in many aspects including HR activities in the process of designing “training and development (T&D)” program. From your opinion, how web technologies can replace the traditional form of learning?

(10 marks)

**[60 MARKS]**

**END OF QUESTION PAPER**