



**KOLEJ YAYASAN PELAJARAN JOHOR
FINAL EXAMINATION**

COURSE NAME : HUMAN RESOURCE INFORMATION SYSTEM
COURSE CODE : DSM2123
EXAMINATION : OCTOBER 2018
DURATION : 2 HOURS 30 MINUTES

INSTRUCTION TO CANDIDATES

1. This examination paper consists of **THREE (3)** parts:
PART A (30 Marks)
PART B (60 Marks)
PART C (10 Marks)
2. Answer **ALL** questions from **PART A, PART B** and **PART C**:
 - i. Answer **PART A** in objective answer sheet.
 - ii. Answer **PART B** and **PART C** in the answer booklet.
3. Candidates are not allowed to bring any material to examination room except with the permission from the invigilator.
4. Please check to make sure that this examination pack consist of:
 - i. Question Paper
 - ii. Objective Answer Paper
 - iii. Answering Booklet

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

*This examination paper consists of **15** printed pages including front page*

PART A

This part consists of **THIRTY (30)** questions.

Answer **ALL** the questions in the Objective Answer Sheet.

Help reduce costs and cycle times
as well as improve quality

Statement 1

1. Statement 1 refers to
 - A Information System (IS).
 - B Technology Driven Automation (IT).
 - C Management Information System (MIS).
 - D Human Resource Information System (HRIS).

2. Today's competitive environment requires organizations to integrate the activities of each functional department while keeping customer in mind. What system helps by providing the technology to generate accurate and timely employee information to fulfil this objective?
 - A Information System (IS)
 - B Technology Driven Automation (IT)
 - C Management Information System (MIS)
 - D Human Resource Information System (HRIS)

- Decision support system
- Employee assessment skills
- Labor market analysis

Statement 2

3. Statement 2 refers to which type of system?
 - A Boundary spanning system
 - B Executive information system
 - C Transaction processing system
 - D Management information system

4. ERP software applications are as set of integrated database applications, or modules that carry out most common business functions including all of the following **except**
- A general ledger.
 - B account payable.
 - C account receivable.
 - D human resource information system.
5. Why organization must use database to stored their information?
- A High data control
 - B Data redundancy
 - C Lack of programming effort
 - D Adequate data manipulate capabilities

- | |
|--|
| <ul style="list-style-type: none">• Operational employees focus on data processing transactions to ensure smooth operation of critical business functions• Managers are more interested in summary data |
|--|

Statement 3

6. Statement 3 refers to which types of data sharing?
- A Data sharing between level
 - B Data sharing across geographical
 - C Data sharing between in sourcing
 - D Data sharing between functional units

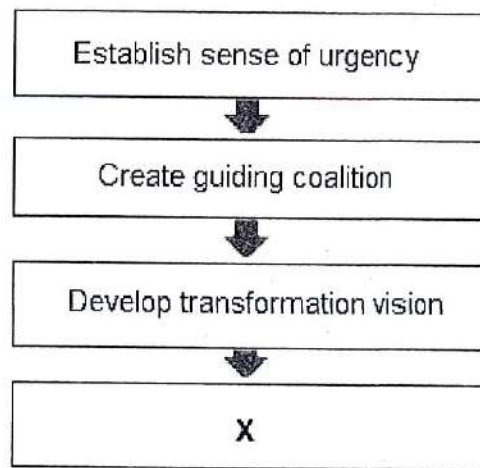


Diagram 1

7. Diagram 1 refers to Kotter's process leading change. Choose the correct process for X.
- A Empower action
 - B Consolidate gains
 - C Generate short term wins
 - D Develop transformational vision

The leader who knows how to manage the organizational impact of information systems can sharply reduce the behavioral resistance to change.

Statement 4

8. Statement 4 refers to which scope of management of change?
- A Lewin's change model
 - B Management of change
 - C Reason of change failed
 - D Kotter's process leading change
9. Which of the following is the transition stages?
- A Changing
 - B Refreezing
 - C Regression
 - D Neutral zone

10. Below are the dimensions of Cost Benefit Analysis. Choose the **correct** answer for X.

- | |
|----------------------|
| i. Direct benefit |
| ii. Indirect benefit |
| iii. X |

- A Direct costs
- B Indirect cost
- C Direct revenue
- D Implementation cost

11. Which of the following is the characteristic of cost?

- A Numerator
- B Cost reduction
- C Denominator
- D Revenue enhancement

12. Financial expertise that count Cost Benefit Analysis need to have all financial basics **except**

- A the time will incur.
- B internal rate of return.
- C an estimated dollar value.
- D source of cost and benefit.

13. Outsourcing contract should include

- i. warranty.
- ii. outsourcing contact.
- iii. terms and conditions.
- iv. specific pricing agreement.

- A i and ii.
B i and iv.
C iii and v.
D ii and iii.

- Permitting HR administration managers to focus on delivering the timely, high quality transactions
 - Removing the artificial barriers inherent in the generalist-specialist continuum common HR organizations

Statement 5

14. The above statement refer which HRIS application?

- A Self-service portals
B Manager self-service
C Employee self-service
D Shared-service centers

15. Which of the following is the disadvantage of having Shared-Service Center (SSC)?

- A Centralizing business process.
B To better meet the needs of customers.
C Using economies of scale to reduce unit costs.
D Unrelated shared services into a combined business unit.

16. Which of the following is not a consideration for designing a computerized or web-based selection system?
- A Inventory
 - B Example test
 - C Option for scoring
 - D Test access and security



Diagram 2

17. Diagram 2 refers to one of the attributes of recruiting website, which attributes are the most suitable with the diagram 2?
- A Content
 - B Usability
 - C Navigability
 - D Aesthetic features
18. All of the following below are the impact of online recruitment objective **except**
- A reduce cost.
 - B minimum number of applicant.
 - C emotionally contract fulfilment.
 - D low speed of filling job vacancy.
19. According to the Society for Human Resource Management, HRIS training and development applications need to be
- A customizable.
 - B offer a half digital experience.
 - C provide only desktop access to user.
 - D decentralized with other HR system and function.

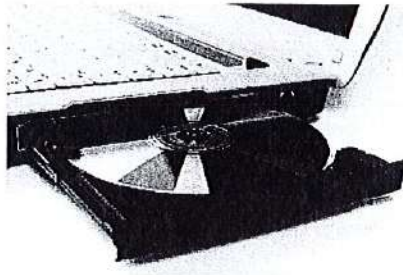


Diagram 3

20. e-Learning can capitalize on a variety of different technologies that have emerged as a result of rapid developments in information technology and the world wide web. The technologies can be commonly categorized as a few types. Diagram 3 refers to which types of e-Learning?

- A Web 1.0
- B Web 2.0
- C Web 3.0
- D Web 4.0

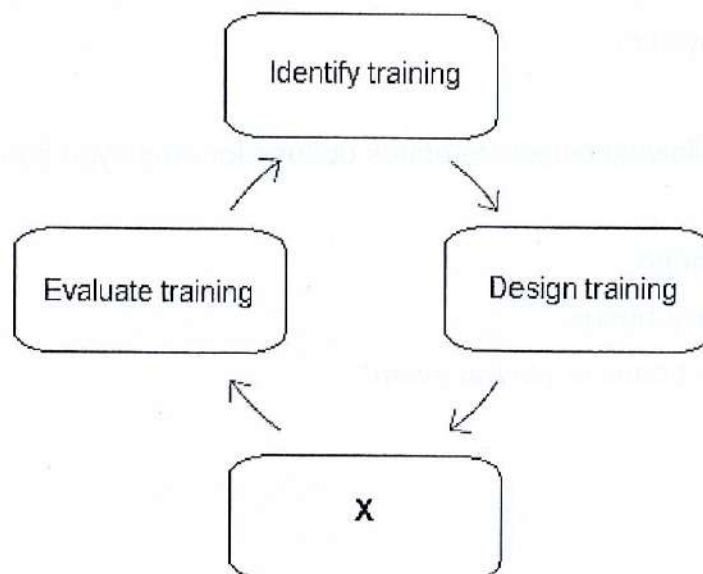


Diagram 4

21. Diagram 4 shows the system model of training and development. Choose the **correct** answer for X.

- A Create guiding coalition
- B Establish sense of urgency
- C Develop transformational vision
- D Design training and development solutions


 ABC SDN. BHD. 52, Jalan Awan Hijau, 68200 Kuala Lumpur, Malaysia		03-03-2017	
NAME: ROWAN SEBASTIAN ATKINSON		STAFF NO: D58	
NRIC No: 800105-10-5823		Pay Slip for February, 2017	
EARNINGS	CURRENT (RM)	DEDUCTIONS	CURRENT (RM)
Basic Pay	2,500.00	Employee EPF Employee SOCSO	275.00 12.25
Gross Total	2,500.00		
Employer EPF Employer SOCSO	326.00 42.85	Total Deductions	287.25
Medical Leave = 1, Balance = 9 Annual Leave = 3, Balance = 17		NET PAY	2,212.75

Diagram 5

22. Diagram 5 refers to everything that has to do with payment of employees and the filling of employment taxes. Which of the following is the most suitable situation?
- A Benefit
 - B Performance
 - C Compensation
 - D Payroll system
23. All of the following below are bonus options for employee benefits **except**
- A vacation.
 - B profit sharing.
 - C attendance bonus.
 - D longevity bonus or service award.

It is built around two processes job evaluation and market benchmarking. Job evaluation creates an internal hierarchy of value. In the most common form of job evaluation, a set of factors is developed that reflects characteristics that add value to work in the specific organization.

Statement 7

24. Which best describe the above Statement 7?

- A Payroll
- B Benefit
- C Base pay
- D Compensation

25. Technologies are available to help to prevent and build resistance to attacks include all of the following **except**

- A firewalls.
- B encryption.
- C Avira anti-virus.
- D content filtering.

26. Which of the following is the issues affected for "fair use of doctrine"?

- A In certain situation, it is legal to use copyrighted material.
- B Intangible creative work that is embodied in physical form.
- C The unauthorized use, duplication, distribution or sale of copyright software.
- D The legal protection afforded and expression of an idea, such as song, video, game and some types of proprietary documents.

27. Rearrange the five steps for creating an information security plan

- i. Test and reevaluate risks
- ii. Obtain stakeholder support
- iii. Develop the information security plan
- iv. Identify critical information assets and risks
- v. Communicate the information security policies

- A i, ii, iii, iv, v
B iii, iv, i, v, ii
C v, i, iv, ii, iii
D ii, iii, iv, v, i

28. Henson (2005) had made the following predictions about the future workforce technologies which is

- A the technology of the future will be both unconnected.
B the worker of the future will be able to work only at their office.
C there will be decrease use of HR scorecards coupled with workforce analytic and decision trees.
D faster and cheaper access to accurate real time HR information will be possible due to advancements in communication tools.

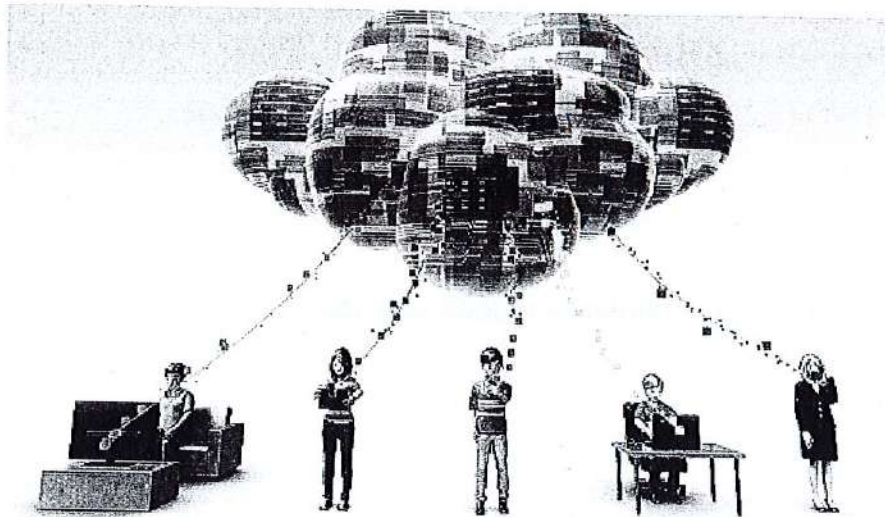


Diagram 6

29. Based on the Diagram 6, which of the following is the examples of Web 2.0 technology?

- A Wikis
- B Whats-app
- C Video call
- D Cloud computing



Diagram 7

30. What is the general term used to refer that can interact with others?

- A Webs 2.0
- B Social networking
- C Enterprise portals
- D Bring your own devices

[30 MARKS]

PART B

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

Answer **TWO (2)** the questions only in the Answer Booklet.

QUESTION 1

a. Discuss **five (5)** attributes of a good website?

(20 marks)

b. Explain **five (5)** online recruitment objectives?

(10 marks)

QUESTION 2

Training generally captures the largest portion of HR department budget. Due to these heavy costs, the application of an HRIS to save money is very important. Training can be made to be cost-effective through an HRIS those servers both as a more efficient transaction processor and as an aid to managerial decision making.

a. With the aid of diagram, explain the training and development system model.

(8 marks)

b. Discuss the phases generation of a world wide web and list **four (4)** web 1.0 e-learning methods

(10 marks)

c. Explain **three (3)** advantages and **three (3)** disadvantages of e-learning.

(12 marks)

QUESTION 3

a. Discuss **five (5)** steps for creating an information security plan.

(20 marks)

b. Explain **five (5)** general phases of system development process for an Human Resource Information System.

(10 marks)

[60 MARKS]

PART C

Answer **ALL** the questions in Answer Booklet.

CUSTOMER SATISFACTION WITH E-SELECTION PORTAL

by **Veronica Legendir**

Online e-selection problems and solutions discussed including deployment, data security, equivalence, and unprocessed testing. It surveys the landscape of e-selection tests and assessments and some of the considerations involved in their development and use. E-selection must have considerations for implementation, including being mindful of the audience members or stakeholders for e-selection; working with international laws, policies and data privacy standards that apply to all candidates as well as protected groups; delivering tests under unprocessed conditions; and communicating and training. It provides an overview of e-selection problems and solutions, and the corresponding varieties of assessments currently in use. It emphasizes that deploying these solutions requires industrial and organizational psychologists to become sufficiently conversant in information technology to take on big challenges such as data security, while being mindful of stakeholders, including the overall organization and its brand

- a. List **five (5)** disadvantages of online selection that could be found in the case study.
(5 marks)

- b. List **five (5)** specific considerations for designing a computerized or web based selection system.
(5 marks)

[10 MARKS]

END OF QUESTION PAPER