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**GARISSA UNIVERSITY**

**UNIVERSITY EXAMINATION 2020/2021 ACADEMIC YEAR THREE**

**SECOND SEMESTER EXAMINATION**

**SCHOOL OF BUSINESS AND ECONOMICS**

**FOR THE DEGREE OF BACHELOR OF BUSINESS MANAGEMENT**

**COURSE CODE: BBM 365**

**COURSE TITLE: HUMAN RESOURCE INFORMATION SYSTEM**

**EXAMINATION DURATION: 2 HOURS**

**DATE: 07/04/2021 TIME: 12.00-2.00 PM**

**INSTRUCTION TO CANDIDATES**

* **The examination has FIVE (5) questions**
* **Question ONE (1) is COMPULSORY**
* **Choose any other TWO (2) questions from the remaining FOUR (4) questions**
* **Use sketch diagrams to illustrate your answer whenever necessary**
* **Do not carry mobile phones or any other written materials in examination room**
* **Do not write on this paper**

**This paper consists of TWO (2) printed pages *please turn over***

**QUESTION ONE (COMPULSORY)**

The face of modern organization has been changing due to globalization, rapid technological development, the move towards a knowledge-based economy and a number of other factors Eventually, all the above mentioned forces are having a major impact on the role of human resource management, Within the HRM, successful adoption and implementation of innovations deal with these problems and prospects which can be very critical determinants of organizational success

In present times, the use of information technology is an important innovation in the area of human resources management (HRM) function, which has gradually led to the advancement of computer-based human resources information systems (HRIS). HRIS is regarded as the backbone of contemporary HRM function. In accordance with Tannenbaum a system which acquires, stores, influences, analyzes, recovers and disseminate pertinent information regarding human resource can be defined as Human Resource Information System (HRIS). The major task of HRIS is to gather and facilitate analyzing the data necessary for human resource department to do its job in a correct manner HRIS synergistically combines two important types of resources of an organization- human and information. So it is pertinent to examine the adoption of HRIS.

1. Explain importance’s of HRIS adoption to the organization (5marks)
2. Describe core administrative component in human capital management (4marks)
3. Explain how does applicant tracking system(ATS) helps an organization in recruitment and selection of potential candidates (5marks)
4. Explain characteristics of human resource management system(HRMS) (4marks)
5. Describe main characteristic of decision support system (5marks)
6. Assume you are assigned the task of evaluating and monitoring performance of HRIS

System highlight all possible recommendations that you could give to your CEO regarding on cost benefit analysis of the system (7marks)

**QUESTION TWO**

1. Describe success factors of human resource information system to an organization (8marks)
2. Explain factors to consider when adopting human resource information systems (7marks)
3. Describe main contents of job analysis (5marks)

**QUESTION THREE**

1. With help of an illustrations(drawings) Discuss input and output models of human resource information system (12marks)
2. Explain external and internal factors which determines human resource planning (8marks)

**QUESTION FOUR**

1. Explain the main objectives of human resource planning (6marks)
2. Describe main HRIS Processes and Working Components of HRIS (6marks)
3. Discuss four steps involved in designing of HRIS (8marks)

 **QUESTION FIVE**

1. Describe the differences between human capital management(HCM) and human resource information system(HRIS) (4marks)
2. Explain the six benefits of Human resource management system(HRIS) (6marks)
3. Describe main duties and responsibilities of HR administrator (10marks)