



UNIVERSITY OF COLOMBO, SRI LANKA

FACULTY OF MANAGEMENT AND FINANCE

Postgraduate & Mid-career Development Unit

Master of Business Administration 2014-16 Weekday programme (Semester IV Second half)
Examination, March, 2017

MBAHR 611 – Human Resource Information Systems

Three (03) Hours
Answer **FIVE (05)** Questions

This is an open book examination

1. i. Explain the use of Human Resource Information Systems (HRIS) at operational, tactical and strategic level of the organization with appropriate examples.

(12 Marks)

- ii. How was the use of Human Resource Information System (HRIS) evolved over the last two decades?

(08 Marks)

(Total 20 marks)

2. i. Explain the cost factors involved in HR software as a service implementation and discuss how SaaS implementation model is going benefit to small and medium size companies.

(10 Marks)

ii. Describe the importance of the data view when designing a new HRIS with relevant examples.

(10 Marks)

(Total 20 marks)

3. i. Explain the implementation stages of Commercial Off The Shelf (COTS) human resources information system and describe HR responsibilities at each stage of the implementation.

(10 Marks)

ii. "It is paramount to do a detail analysis to understand human resources information system requirements and develop a detail requirement specification before starting a system implementation" Explain this statement in detail.

(10 Marks)

(Total 20 marks)

4. i. Explain how gamification can be used at HR to support employee learning, and employee engagement.

(10 Marks)

ii. "Innovation and change are critical when introducing technology at HR". Explain this in detail with appropriate examples.

(10 Marks)

(Total 20 marks)

5. i. Collecting, storing, and dissemination of tacit knowledge within the organization become very critical in a highly competitive work environment. Explain how you use technology innovations to achieve the above.

(10 Marks)

ii. Explain the evolution of software as a service (SaaS) model.

(10 Marks)

(Total 20 marks)

6. i. Critically evaluate Information Systems contribution to the strategic human resources management of an organisations?

(08 Marks)

ii. Companies with mature HR systems use predictive analytics in making critical HR decisions. Discuss the role of technology in developing predictive analytics based on the HR data available within HR systems.

(12 Marks)

(Total 20 marks)

7. i. Discuss the reasons for HRIS implementation failures and explain how do you going to avoid these reasons for a successful implementation.

(10 Marks)

ii. Discuss the impact of Enterprise Social Networks and explain how it is going to support in attracting and retaining digital natives.

(10 Marks)

(Total 20 marks)
