UNIVERSITY OF COLOMBO, SRI LANKA

FACULTY OF MANAGEMENT AND FINANCE

Bachelor of Business Administration (Level II – Semester VI) Examination - 2010

HRM 2206 – HR Information System

Two (02) Hour

Answer Five (05) Questions Only

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1. i. Define Human Resources Information System (HRIS).

(05 Marks)

ii. Explain why HRIS is needed for the smooth running of an organization's Human resources activities.

(15 Marks)

(Total 20 marks)

2. i. Indicate the main E-learning practices used by Human Resources Departments.

(05 Marks)

ii. Briefly explain the main concerns for Human Resources Department in relation to the introduction of E-learning.

(15 Marks)

(Total 20 marks)

3. i. What are the main advantages of HRIS?

(05 Marks)

ii. Compare application differences of HRIS for Multi National Corporation and local organization.

(15 Marks)

(Total 20 marks)

4. i. Indicate the different uses of HRIS to different levels of managers.

(05 Marks)

ii. Briefly explain the barriers for HRIS and your suggestions to overcome such barriers.

(15 Marks)

(Total 20 marks)

5. i. Introduce main components of HRIS.

(05 Marks)

ii. Briefly explain the inputs for the employee attendance process.

(15 Marks)

(Total 20 Marks)

6. Prepare a brief report indicating the main components and structure of employee compensation process.

(20 Marks)