

VPM's
DR VN BRIMS, Thane
Programme: PGDM (2016-18) (HR)
PGDM Trimester V Examination December 2017

Subject	Human Resource Information System		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	2	Date	22.12.2017

Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.

Q1) 20 Marks (Compulsory)

Read the case study carefully and answer the questions

You are HR Director of a conglomerate and wish to implement ERP for your organization. You have selected SAP as ERP package for your organization based on business needs. Today you have called for cross-functional meeting with Finance/accounts dept., IT department and HOD of all other functions. You are going to appraise SAP advantages to top management and business users and going to finalize modules to be implemented in first phase of ERP implementation

Questions

- A. You need to inform milestone related payment details to accounts department; please list out these 5 stages (milestones) of SDLC /ASAP methodology **5 marks**
- B. You need to convince top management for including ESS/ MSS functionality in project scope; describe functionality that is covered in these two modules **10 marks**
- C. You need to give instructions to IT department about Password policy; list out terms and conditions of password policy **5 marks**

Attempt Any FOUR from the Remaining SIX Questions

Q2) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- A. Explain big bang approach vis a vis phased implementation approach **5 marks**
- B. List out various types of sub modules of HR that are available in SAP **5 marks**
- C. List out various types of ERP projects that can be awarded to IT vendor by client **5 marks**

Q3) Any one from (a) or (b) ————— (10x1) = 10 Marks

- A. List out various types of documents that need to be maintained during ERP implementation **10 marks**
- B. Data related risks are vital in HRIS; please defend this statement with proper examples **10 marks**

Q4) Any two from (a) or (b) ————— (10X1) = 10 Marks

- A. Explain any 10 examples of internal controls with respect to size of field, type of field(alphabetic/ numeric /alphanumeric), and date validation **10 marks**
- B. Explain different types of clients that are configured in HRIS and various testing types associated with each client **10 marks**

Q5) Any one from (a) or (b) ————— (10X1) = 10 Marks

- A. Explain various types of changes that are covered under change management process during project life cycle **10 marks**
- B. Explain various types of users that exists in HRIS with proper examples **10 marks**

Q6) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- A. Mention three major types of HRIS systems with their uses **5 marks**
- B. Explain advantages and disadvantages of E- recruitment module **5 marks**
- C. List out questions (and also reasons behind them) generally asked by auditors while auditing ERP system **5 marks**

Q7) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- A. Explain concept of FRICE with suitable example **5 marks**
- B. List out any two info types **each**; related to Payroll, Time and Personal data. Describe functionality covered in those info types **5 marks**
- C. Write a short note on Open resource ERP **5 marks**