Subject	Human Resource Information System		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages		Date	24/4/2015

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

Q1) 20 Marks (Compulsory)

A. Vivek is a product manager with a manufacturing company. He designs insightful analytics for his customers across different industries. He is multifaceted, collecting market requirements, working with design teams, presenting to customers, helping sales to close deals, training and working with partners. His work touches and influences several parties. His supervisor Veena, lets him manage all his work on his own and chips in only when it is required. But the system which the company has to maintain the track record of the performance of the employee is very manual based. Vivek has to collect feedback form from different people thru the emails and record it himself into the appraisal forms. This makes the whole process time consuming, less complete and more forced one. And so despite the best efforts, HR team found that the initiatives were inadequate and not complete.

Looking at the above stated situation what solution would you as an HR person provide to the organization via HRIS. Which process needs to be improved & state how will it be replicated in HRIS. (10 marks)

B. John has some emergency family issue which needs to be catered immediately. John is aware that his project deadline is very close by but he needs to take atleast a day off to set the things in line on his home front. His boss Marc is not available since he is travelling.

In the above situation state which module of HRIS will help in solving the difficulty for John. Also how would it help Marc to make a decision about the work schedule and managing of deadlines in case the leave extends. (10 marks)

Attempt Any FOUR from the Remaining SIX Questions

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

a) Define HRIS and explain in brief its evolution. (5 marks)
b) Write about the need base analysis of HRIS. (5 marks)
c) What are the ways in which you as an HR person convince the organization about adopting the HRIS. (5 marks)

Q3) *Any two from (a) or (b) or (c) ——————— (5x2) = 10 Marks*

a) Define the term Query. What are various types of queries, state with example (5 marks)
b) Before selecting the HRIS for the organization what are the norms one needs to keep in mind. (5 marks)
c) State in detail the uses of HRIS. (5 marks)

Q4) *Any two from (a) or (b) or (c) ——————— (5x2) = 10 Marks*

a) What are the precautions one needs to take with respect to the fianlising of the Vendor for HRIS. (5 marks)
b) State the various stages of implementations during the HRIS. (5 marks)
c) HRIS success depends on strategies – explain (5 marks)

Q5) *Any two from (a) or (b) or (c) ——————— (5x2) = 10 Marks*

a) Mention about the skill set required for an HRIS practitioner who leads the project. (5 marks)
b) State the common mistakes done during metric selection in HRIS (5 marks)
c) Why HR Analytics is gaining so much importance with HRIS – explain. (5 marks)

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

a) What can you suggest as the best practices to handle HRIS in connection with Information Security & Privacy? (5marks)
b) What is Change Management? How does it apply during the HRIS? (5 marks)
c) What are the causes for resistance to change in the organization? (5 marks)

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

a) HRP & HRIS goes hand in hand – explain (5 marks)
b) What is the future of HRIS with change in technology at regular intervals.(5 marks)
c) HRIS is a need of the business but still some HR professionals resist it, why? (5 marks)