

**VPM's**  
**DR VN BRIMS, Thane**  
**Programme: MMS (2015-17)**  
**Second Semester (HR) Examination April 2016**

<b>Subject</b>	<b>Human Resource Information Systems</b>		
<b>Roll No.</b>		<b>Marks</b>	<b>60 Marks</b>
<b>Total No. of Questions</b>	<b>7</b>	<b>Duration</b>	<b>3 Hours</b>
<b>Total No. of printed pages</b>	<b>2</b>	<b>Date</b>	<b>23.04.2016</b>

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

**Q1) 20 Marks (Compulsory)**

**How HRIS Can Save You Big Bucks – Cutting Costs with a Simple Investment**

The goal of any company is profits, and you'll have various steps that you need to undertake in order to reach your profit goals. Saving money can actually contribute greatly to earning it, since less loss equals more profits. And while businesses try a variety of measures to cut their costs, one that they often overlook is implementing an HRIS. An HRIS, or Human Resources Information System, is essentially a software system that streamlines and improves the function of your HR department. While an HRIS may seem like an investment you can't afford when trying to lower costs, the truth is that an HRIS can save you money almost as soon as you implement it.

The most obvious way that HRIS can save your company money is by improving the productivity of your HR department. When you use an HRIS to automate many basic functions and allow it to simplify others, your HR workers can focus on other tasks. Instead of paying an employee an entire day's wages to handle payroll, your HRIS will do the payroll work automatically and let the HR employee focus on other issues. An HRIS can save you hundreds or even thousands within the very first month that you install it.

Implementing an HRIS can also let you avoid costly mistakes by eliminating errors. Noncompliance with various regulations can result in major fines and human errors can end up creating confusion and other issues that could cost you big. A good HRIS will eliminate errors by instituting various failsafe measures, checks and balances, and more. Whenever your business runs free of error, it saves itself big. Everything from insurance information to tax forms can be managed by a great HRIS, and even government laws regulations can be handled through your HRIS. There's hardly any chance of noncompliance or errors thanks to your new program.

While these are great reasons to invest in an HRIS, the real way that HRIS can help you cut costs is through its HR metrics service. All types of employee data are entered into the HRIS, and after a few weeks or months you'll have enough data to begin reviewing and analyzing your company. You can investigate which departments are the most profitable, look at specific employee records, and much more. Your HRIS will allow you to track the ROI on all or just one of your workers and can even be used to identify areas where mistakes are regularly being made.

1. Do you think HRIS can help save a lot of company money? How?
2. List an HRIS you have heard about and what are the functions it offers?
3. What is the hardest for an HR Professional to control : time, cost or scope?
4. With an HRIS in the organisation, what are the other issues that HR can focus on?

**Attempt Any FOUR from the Remaining SIX Questions**

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

- a) What are the ways to control access to HR Data?
- b) What are the advantages and disadvantages of e-learning?
- c) How can HRIS security issues be addressed?

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

- a) Elaborate on the components of Information Security.
- b) Define HRIS and elaborate on the need for HRIS.
- c) Give the HRM perspective of organisational requirements in PM.

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

- a) What are Project Management quality considerations and explain the approaches and tools of PM.
- b) What is HRIS Architecture? Explain 2 – tier architecture.
- c) Explain the cost of employee turnover.

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

- a) Explain database management systems along with heirarchical and network systems.
- b) Describe in detail an event using WBS (Work breakdown system)
- c) Develop a HRIS CBA Matrix. Give any example.

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

- a) Explain the model of organisational functioning.
- b) Write a short note on 'The Big 3'.
- c) What are the different phases of Project Management?

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

- a) Elaborate on analytics basics, measurement and metrics.
- b) Explain the SDLC's second stage.
- c) What are some of the best practices in HR information security?