CHUKA **UNIVERSITY**

UNIVERSITY EXAMINATIONS

EXAMINATION FOR THE AWARD OF DEGREE OF BACHELOR OF COMMERCE

BCOM 453: HUMAN RESOURCE INFORMATION MANAGEMENT

STREAMS: BCOM (ODEL) **TIME: 2 HOURS**

DAY/DATE: TUESDAY 05/10/2021 **8.30 A.M. – 10.30 A.M.**

Question one

a) Define a system and show the content of a human resource information system (8 marks)

b) Explain the functions of human resource information systems. (10 marks)

c) Although the HR information system is important to the management, it creates significant value to employee. Discuss the specific benefits of the system to the employee. (12 marks)

Question two

a) Explain the purpose of effectively stored records to an organization. (8 marks)

b) Explain four categories in which HRM software could be grouped into and point out six factors that should be considered when choosing a HR software. (12 marks)

Question three

a) Justify the need for the audit of a HR system. (6 marks)

b) Information can be classified in different categories. Discuss the classification that can be done under the application category. (8 marks)

c) Identify the various use of information in an organization. (6 marks)

Question four

a) Discuss the areas covered by an organization's reward policy.   (8 marks)

b) Explain the procedure that an organization should follow when developing a human resource related policy.   (6 marks)

c) Explain how the Return of Investment (ROI) analysis can be used to assess the cost effectiveness of a human resource information system.   (6 marks)

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