

CHUKA



UNIVERSITY

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**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

- Define a system and show the content of a human resource information system (8 marks)
- Explain the functions of human resource information systems. (10 marks)
- 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

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

- Justify the need for the audit of a HR system. (6 marks)
- Information can be classified in different categories. Discuss the classification that can be done under the application category. (8 marks)
- 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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