

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

EXAMINATION FOR THE AWARD OF DEGREE OF BACHELOR OF COMMERCE

BCOM 453: HUMAN RESOURCE INFORMATION MANAGEMENT

STREAMS:

TIME: 2 HOURS

DAY/DATE: FRIDAY 24/09/2021

11.30 A.M – 1.30 P.M

INSTRUCTIONS

- **Answer question one and any other two questions**

QUESTION ONE

- (a) Your company is planning to implement a new HRIM. Implementing an Human Resource Information System is a big project and a major change for the organization. Discuss the measures that you will take as the Human Resource Manager to reduce resistance to the new Human Resource Information System.
- (b) Your company is planning to recruit some new employees. As HR manager you feel that e-recruitment is the base way. However, the management feels that the traditional recruitment methods are the best. Discuss the reasons that may be making the management feel that traditional recruitment is the best and convince them that e-recruitment is the best option. [14 marks]
- (c) Justify the need of a Human Resource Information System in an organizations. [6 marks]

QUESTION TWO

- (a) Define the term Information Security and outline three main goals of Information Security within an Human Resource Information System. [7 marks]
- (b) Identify the advantages of delivering training in an organization through e learning. [6 marks]

- (c) Discuss how the use of technology in the selection process is adding value to organizations. [7 marks]

QUESTION THREE

- (a) Explain the key characteristics of an effective human resource information system. [10 marks]
- (b) Explain any four reasons why it is necessary to maintain human resource records showing the key features associated with a good record. [10 marks]

QUESTION FOUR

- (a) Identify three users of human resource information systems and show how it is used by each of the parties. [6 marks]
- (b) Outline any four possible voluntary deductions that employees basic pay may be subjected. [4 marks]
- (c) Discuss the factors that should be considered when choosing a human resource software. [10 marks]
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