

CHUKA

UNIVERSITY



UNIVERSITY EXAMINATIONS

**EXAMINATION FOR THE AWARD OF DEGREE OF BACHELOR OF
COMMERCE**

BCOM 453: HUMAN RESOURCE INFORMATION SYSTEM**STREAMS: BCOM (ODEL)****TIME: 2 HOURS****DAY/DATE: WEDNESDAY 07/08/2024****2.30 P.M. – 4.30 P.M.****INSTRUCTIONS:**

- **Answer three questions. Question one is compulsory**

Question one

Fast changing markets, industries, and services require organizational environments capable of constant adaptation with bright new ideas and reduced time-to-market. Under these competitive reality, HRM has a more critical role than ever because new forms of business require new ways of involving people. To respond to some of these challenges, HRM has been forced to adopt new innovations and technology most HR managers must forget habits and ways of thinking and acting outdated.

- Discuss the need to incorporate information technology to human resource management.
(10 marks)
- Internet technology has slowly but surely globalized the world economy. The world is now but a small village. Show why human resource management should involve information technology in the management of its day to day operations. (10 marks)
- You have been hired as a HR consultant and tasked with the responsibility of assisting Njukie Enterprises to adopt Computerizing Hr operations and HR data. What would you advise them?
(10 marks)

Question two

- a) Implementation of human resource information system comes at a cost. Despite the huge investment that goes along with this, companies need to embrace HRIS. Show clearly the main advantages and disadvantages of HRIS. (12 marks)
- b) Explain any 4 ways in which an organization can protect its information from cyber security and other related crimes. (8 marks)

Question three

- a. Discuss any 5 advantages of having clearly written HR policies for your organization. (10 marks)
- b. Using the knowledge you have acquired in this unit, identify any five challenges that managers have been facing for lack of Human resource information system. (10 marks)

Question four

- a) Describe any 5 major functions of HRIS and also elaborate any 5 objectives of HRIS. (15 marks)
 - b) Discuss the main factors to put into consideration when developing a payroll administration system. (5 marks)
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