



School of Business

Department of Business Administration

UNIVERSITY ORDINARY EXAMINATION FOR:

DIPLOMA IN HUMAN RESOURCE MANAGEMENT

BHR: 2212: HUMAN RESOURCE MANAGEMENT INFORMATION SYSTEMS

UNIVERSITY EXAMINATION

SERIES: APRIL 2025

TIME: 2 HOURS

DATE: Pick Date Apr 2025

Instructions to Candidates

You should have the following for this examination

-Answer Booklet, examination pass and student ID

This paper consists of five questions. Attempt question ONE (Compulsory) and any other TWO questions.

Do not write on the question paper.

Question ONE

- a) Briefly explain FIVE advantages to firms in using HRIS. **(10 marks)**
- b) State FIVE users and their different needs using the HRIS. **(10 marks)**
- c) Describe SIX major information security threats to organizations. **(10 marks)**

Question TWO

- a) Discuss FOUR reasons that led to slow computerization of the human resource department. **(8 marks)**
- b) Explain any SIX common HRIS applications and show how they support human resource management in an organization. **(12 marks)**

Question THREE

- a) Discuss FIVE factors that determine the ability of firms to harness the potential of HRIS. **(10 marks)**
- b) Successful HRIS implementations are critically dependent on planning and conducting a thorough needs analysis. Consider some of the potential costs of not planning and conducting a thorough needs analysis. **(10 marks)**

Question FOUR

- a) Discuss FIVE reasons that can potentially lead to resistance in adoption of HRIS in an organization. **(10 marks)**
- b) Discuss the four main options for an organization to develop or acquire a human resource information system. **(10 marks)**

Question FIVE

- a) Information could be classified based on the purpose for which it is utilized. Discuss the three main categories. **(10 marks)**
- b) Highlight the classification of information systems. **(10 marks)**