



School of Business

Department of Business Administration

UNIVERSITY SPECIAL/SUPPLEMENTARY EXAMINATION FOR:

DIPLOMA IN HUMAN RESOURCE MANAGEMENT

BHR: 2212: HUMAN RESOURCE MANAGEMENT INFORMATION SYSTEMS

SPECIAL/SUPPLEMENTARY EXAMINATION

SERIES: JULY 2025

TIME: 2 HOURS

DATE: Pick Date Jul 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) Describe the FOUR stages in the evolution of HR technology. (10 marks)
- b) Explain FIVE advantages of web-based HR technology over traditional paper-based systems. (10 marks)
- c) Discuss FIVE ways in which HRIS contributes to effective workforce planning and employment. (10 marks)

Question TWO

- a) Explain FIVE ways in which HRIS supports talent and knowledge management. (10 marks)
- b) Identify and explain FIVE HRIS subsystems and their importance in HR management. (10 marks)

Question THREE

- a) How does HRIS assist in time and attendance management? Provide FIVE key functions. **(10 marks)**
- b) Explain FIVE ways in which the payroll interface in HRIS benefits an organization. **(10 marks)**

Question FOUR

- a) Discuss FIVE major sources of resistance to HRIS implementation in organizations. **(10 marks)**
- b) Explain FIVE strategies organizations can use to overcome resistance to HRIS adoption. **(10 marks)**

Question FIVE

- a) Define data management in HRIS and explain FIVE reasons it is important in HR decision-making. **(10 marks)**
- b) Explain FIVE ways organizations can safeguard employee data in HRIS. **(10 marks)**