



School of Business

Department of Business Administration

UNIVERSITY EXAMINATION FOR:

BACHELOR OF BUSINESS AND INFORMATION TECHNOLOGY

BHR 4410: HUMAN RESOURCES MANAGEMENT AND IT

END OF SEMESTER EXAMINATION

SERIES: APRIL 2025

TIME: 2 HOURS

DATE: 30 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) Define Human Resource Management (HRM) and explain its significance in an organization. (10 marks)
- b) Define Human Resource Information Systems (HRIS) and explain its role in modern organizations. (10 marks)
- c) Describe the feasibility study stage in HRIS implementation and explain its importance in determining whether an organization should proceed with the system. (10 marks)

Question TWO

- a) Explain the key objectives of HRM and how they contribute to an organization's success. (10 marks)
- b) Discuss FIVE major components of HRIS and explain their functions in managing human resources. (10 marks)

Question THREE

- a) Describe the recruitment process and compare internal and external sources of recruitment. (10 marks)
- b) Discuss the selection process in HRM and explain how it ensures the right candidates are hired. (10 marks)

Question FOUR

- a) Explain the significance of running an HRIS in parallel with the old system during implementation and how it helps identify potential issues. (10 marks)
- b) Explain the concept of manpower planning and describe its importance in HRM. (10 marks)

Question FIVE

- a) Describe various employee training and development methods and their effectiveness in skill improvement. (10 marks)
- b) Describe the evolution of HRIS from manual record-keeping to modern AI-driven HR systems. (10 marks)