



School of Business

Department of Business Administration

UNIVERSITY EXAMINATION FOR:
BACHELOR OF BUSINESS AND INFORMATION TECHNOLOGY
BHR 4410: HUMAN RESOURCES MANAGEMENT AND IT
SPECIAL/ SUPPLEMENTARY EXAMINATION

SERIES: JULY 2025

TIME: 2 HOURS

DATE: 1 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) Explain the functions of HRM and differentiate between managerial and operative functions. (10 marks)
- b) Explain FIVE benefits of using cloud-based HRIS compared to traditional HR management systems. (10 marks)
- c) Discuss the relevance of performance appraisal and its impact on employee productivity. (10 marks)

Question TWO

- a) Explain FIVE major functions of Human Resource Management (HRM) and their significance in an organization. (10 marks)
- b) Discuss FIVE major challenges faced during the technology transfer process in HRIS implementation and suggest possible solutions to mitigate them. (10 marks)

Question THREE

- a) Describe the process of job analysis and its importance in recruitment and selection. (10 marks)
- b) Discuss FIVE key objectives of HRIS and explain how they contribute to efficient HR management. (10 marks)

Question FOUR

- a) Explain the concept of induction and orientation and why they are important for new employees. (10 marks)
- b) Explain FIVE ways in which HRIS enhances decision-making for HR professionals and organizational leaders. (10 marks)

Question FIVE

- a) Analyze the impact of HR policies on organizational performance and employee satisfaction. (10 marks)
- b) Analyze FIVE key factors that contribute to the successful implementation of an HRIS in an organization. (10 marks)