



**REFORMED CHURCH UNIVERSITY**

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**FACULTY OF COMMERCE**

**Bachelor of Commerce Honours Degree in Human Resources,  
Industrial and Labour Relations Management**

**Human Resources Information Systems**

**HHRM 411**

**Part 4 Semester 2 Examination**

**Total Marks [100]**

Date: June 2020

Time: 3 Hours

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**INSTRUCTIONS**

1. This paper has *six (6)* questions
2. Answer question *one (1)* and *any* other *three (3)*
3. Each question carries *25 marks*
4. Start each question on a new page

1. As a team of Consultants, you have been asked by a client in the manufacturing sector to assist them to develop an organisation specific human resource information system. Prepare a paper to present to the Board on how you will handle this assignment. (25)
2. Examine the significance of Human Resource Information System in any organisation of your choice. (25)
3. Discuss the concept of evidence-based management and how would you apply it to the Management of Human Resources. (25)
4. Explain how you would get the best out of the human resource data sitting in your organisation. (25)
5. Analyse the benefits of workforce analysis to an organisation of your choice. (25)
6. Discuss the key procedures in payroll processing. (25)

***End of Paper***