



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

**BACHELOR OF COMMERCE HONOURS DEGREE IN HUMAN
RESOURCES, INDUSTRIAL AND LABOUR RELATIONS**

HUMAN RESOURCES INFORMATION SYSTEMS

HHRM 411

PART 4 SEMESTER 2 EXAMINATION

TOTAL MARKS [100]

DATE: JULY 2022

TIME: 3 HOURS

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. Discuss the assertion that ‘Human Resources Information Systems has radically changed Human Resources Management function and proved easy way of doing business in 21st century organisations”. (25)
2. Examine the four types of HRIS and highlight their importance in an organisation. (25)
3. Compare and contrast the manual system over a computerised system in Human Resources Information Systems. (25)
4. With reference to an organisation of your choice, examine the factors to consider when adopting HRIS. (25)
5. Discuss the rationality on HRIS implementation failure giving practical examples from an organisation of your choice. (25)
6. a) Examine the employees’ growing concern of information privacy and security in the use of HRIS. (10)
b) Explain fully the steps involved in HRIS needs analysis that an organisation should adopt in selecting HRIS system. (15)

End of Paper