



REFORMED CHURCH UNIVERSITY

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: November 2018

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 main components of HRIS with reference to an organisation of your choice. (25)
2. Evaluate the impact of HRIS in the success of contemporary organisation. (25)
3. Examine the necessary attributes of a good Project Manager you would engage to introduce a new HRIS in your organisation. (25)
4. Advise the board of directors about the best approach in selecting the right vendor for the HR solutions. (25)
5. Assess the business relationship of HRIS on new HR roles in today business operation. (25)
6. Briefly explain the following concepts:
 - a) ERP (5)
 - b) HRIS Business Case (5)
 - c) HR Vendor (5)
 - d) Payroll function (5)
 - e) 1 tie and 2 tie HRIS (5)

End of paper