



**REFORMED CHURCH UNIVERSITY**

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**FACULTY OF COMMERCE**

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

**HUMAN RESOURCES INFORMATION SYSTEMS**

**HHRM 411**

**PART 4 SEMESTER 2 EXAMINATION**

**TOTAL MARKS [100]**

**DATE: DECEMBER 2022**

**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. Discuss the main components of Human Resource Information System with reference to an organisation of your choice. (25 marks)
2. Examine the importance of each of the 5 levels of HRIS planning. (25 marks)
3. Explain the meaning of the following HRIS terms:
  - (a) Business Intelligence (5 marks)
  - (b) Artificial Intelligence (5 marks)
  - (c) E-Learning Training (5 marks)
  - (d) Database Management Systems (5 marks)
  - (e) Evidence Based Management (5 marks)
4. The concept of Evidence Based Management is gathering momentum in modern Human Resource Management. Discuss any four sources of evidence that can be used by managers in any organisation. (25 marks)
5. Evaluate the applicability of the concept of data mining in Human Resource Management in the contemporary Zimbabwean context. (25 marks)
6. Assess the impact of technological advancement on the management of human resources in Zimbabwe. (25 marks)

***End of Paper***