



**REFORMED CHURCH UNIVERSITY**

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**FACULTY OF COMMERCE**

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

**HUMAN RESOURCES INFORMATION SYSTEMS**

**HHRM 430**

**PART 4 SEMESTER 2**

**Total Marks [100]**

**DATE: OCTOBER 2024**

**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. Assess the relevance of E-Human Resource Information System in an organisation.  
[25]
2. (a) Explain any five characteristics of valuable information.  
[10]  
(b) Assess why Human Resources Information Systems (HRIS) should be included in your degree program.  
[15]
3. Evaluate the applicability of the following technological advancements in Human resources.
  - (a) Big data [6]
  - (b) Artificial intelligence [6]
  - (c) Data mining [6]
  - (d) Mobile HRIS [7]
4. Using examples, explain how Evidence-Based HR management can be implemented.  
[12]  
(b) Explain benefits of Evidence-Based HR management to an organisation. [13]
5. Explain activities of the Payroll cycle in an organisation of your choice.  
[25]
6. With the aid of examples, examine 5 types of HRIS.  
[25]

**END OF PAPER**