



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: December 2020

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. The integration of information technology and Human Resources Management has transformed the way Human Resources processes are managed and has also proved easy way of doing business, Evaluate this assertion. (25)
2. (a) Explain the Systems Development Life Cycle (SDLC), citing relevant examples. (10)
(b) Discuss the HRIS needs analysis that an organisation should take into consideration. (15)
3. Examine the barriers that hinder the effectiveness of implementing Human Resources Information systems in an organisation and strategies that HR professionals can apply to avoid such barriers. (25)
4. Discuss the components of HRIS, highlighting its key benefits and limitations in an organisation. (25)
5. Discuss the systems development strategies that can be adopted by organisations, stating the merits and demerits of each strategy. (25)
6. Explain the following terms:
 - (a) Enterprise Resource Planning (5)
 - (b) Transaction processing system (5)
 - (c) Cyber terrorism (5)
 - (d) Data base management system (5)
 - (e) System reengineering (5)

End of Paper