

MBHR 4004

M.B.A. DEGREE EXAMINATION,
DECEMBER 2014/JANUARY 2015.

Fourth Semester

Human Resource Management

HUMAN RESOURCE INFORMATION SYSTEM

(2012 – 13 Batch Onwards)

Time : Three hours

Maximum : 100 marks

PART A — ($5 \times 6 = 30$ marks)

Answer any FIVE questions.

All questions carry equal marks.

1. What are the source of data?
2. Explain the need of information technology for HR managers.
3. How will you design Human Resource Information System?
4. Differentiate standard software and customized software.
5. Elucidate the role of HRIS in communication process.

6. How information system will support for planning and control?

7. Explain the orientation and training modules for HR.

8. Explain data formats, entry procedure and process.

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

All questions carry equal marks.

9. Discuss the behavioural patterns of HR managers in information processing for decision making.

10. Explain the applications of Oracles, Financial and Ramco's Marshal in HRIS.

11. Design a HRIS for 200 Bed Hospital Management consists of 100 doctors and 50 Technical staff.

12. "Data Storage and Retrieval is a key issue in HRIS management" – Critically evaluate the importance of this statement.

13. What are the common problems faced by the IT industry? Suggest the remedial measures to overcome the problems.

14. Examine the process of HR management in performance appraisal system modules.

15. Discuss the role and responsibility of the HRIS manager to be followed in HRIS management.

16. Evaluate the ITES personnel and explain the employee legislation in HRIS.

PART C — (20 marks)

Compulsory

17. Case Study

The Grahmin Vikas Bank in Baroda, there are many employees working in that bank. This bank provides many rules and regulations like providing training to employees, weekly performance appraisal of employee, give orientation training to them etc.

Questions :

Because of change in technology there are many difficulty arise about

(a) How to understand bank's transaction by new computer technology?

(b) How to work with computers and how to operate computer?