**JAIPURIA INSTITUTE OF MANAGEMENT, INDORE**

**PGDM**

**SIXTH TRIMESTER (Batch 2019-21)**

**END TERM EXAMINATION, MAY-2021**

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| Course Name | **Human Resource Information Systems (HRIS)** | Course Code | **HR 602** |
| Max. Time | **2 hours** | Max. Marks | **40** |

**INSTRUCTIONS:** Please attempt all the four questions.

Any similarity with any internet based content or answers of your peer group submissions, would result into getting an ‘F’ grade in the exams. All answers need to be typed in MS-Word format and submitted via Moodle link. Scanned copy or attachments will NOT be accepted.

(for exams department- these are four sets) Question 4 is compulsory for all students.

**Question. 1 (08 Marks)**

* Please illustrate the evolution of present day HRIS from 1950s till date. Elaborate upon the HRIS architecture.
* Please elaborate upon Decision Support System, MIS and how they contributed into present day HRIS.
* Please elaborate upon the major benefits of an HRIS over a manual (paper based system) information system, for any organisation. Include at least five benefits.
* Please elaborate upon how an efficient HRIS helps managers take useful/better decisions. Give at least five ways how HRIS helps here.

**Question. 2 (08 Marks)**

* Please illustrate the SDLC process and challenges involved at each stage. What is the role of HR department in the SDLC process?
* Please explain any five possible HRIS implementation challenges in any organisation.
* Please illustrate the benefits of HR Shared services and Outsourcing. Also, please comment how an effective HRIS helps in this context.
* Please elaborate upon variety of decision choices an organisation must go through while deciding about purchasing/customizing/developing an HRIS. Your answer must include discussion on Off-The-Shelf, Customised, or Generalised HRIS, etc.

**Question. 3 (08 Marks)**

* Based on two classroom exercises, please elaborate how a CBA activity helps HR department to justify the investments on HRIS.
* Please discuss the concept of CBA mentioning direct and indirect costs as well as benefits of an HRIS.
* Based on classroom exercises, please elaborate how decisions of procuring/developing an HRIS uses a CBA activity.
* A CBA activity is an important milestone for managerial decisions on investing in an HRIS purchase/develop/upgrade. Please elaborate on this statement. You may base your answer on classroom discussions on CBA.

**Question. 4 (16 Marks)**

**(for exams: let this be a compulsory question)**

Part A: Please comment on how an HRIS integrates all the functions of an HR department.

Part B: Also, elaborate upon what a typical dashboard of HRIS should have for 1). an individual employee and 2). any department head- HR. Your answer should include discussion on working with MS-Access, Demo versions of Diamond HR and Orange HRM, and Moodle.