

MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS**

**2016/2017 ACADEMIC YEAR**

**FIRSTYEAR SECONDSEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS**

**BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT**

**COURSE CODE: BHR 1205**

**COURSE TITLE:INFORMATION MANAGEMENT FOR HUMAN RESOURCE MANAGEMENT**

**DATE: 17TH MAY 2017 TIME: 8.30AM-10.30AM**

**INSTRUCTIONS TO CANDIDATES**

1. Answer Question **ONE** and any other **THREE**questions

*This paper consists of* ***TWO*** *printed pages. Please turn over.*

**QUESTION ONE**

1. Define ‘information system’ and explain its various components **(4 Marks)**
2. Discuss the importance of Human Resource Information System(HRIS) to an organization **(6marks)**
3. Discuss three types of Human Resource Information Systems **(15 Marks)**

**QUESTION TWO**

1. Define the term e-recruitment and explain its advantages to a firm  **(6 Marks)**
2. Discuss the three phases of developing a HRIS **(9marks)**

**QUESTION THREE**

1. To secure Human Resource Information System you need to take some steps, explain. **(8 Marks)**
2. What are the most common mistakes during HRIS development **(7marks)QUESTION FOUR**
3. Human Resource Information System Users can be categorized into two major categories, discuss three type of users in each category. **(8 marks)**
4. As a human resource manager, if you decide to develop a HRIS within the organization what are some of the challenges you are likely to face **(5marks)**
5. Differentiate ‘data’ and ‘information’ **(2 marks)**

**QUESTION FIVE**

1. A typical HRIS has various modules. Discuss at least four modules **(12 marks)**
2. Define Human Resource Information System(HRIS) **(3 marks)**