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SEAT No. _____

No. of Printed Pages : 2

Sardar Patel University

MSW- HR IIIrd Semester Examination

Day: Saturday

Date: 03/11/2018

Time: 10.00 am to 1.00 pm

Subject: Human Resource Information System

Subject Code: PA03ESHR28, Total Marks: 70

Q.1 Multiple Choice questions. Attempt all the questions.

Choose correct answer from the options given below the questions.

[10 marks]

1. An HRIS, or human resources information system, is a _____ that allows users to electronically manage, track and automate core HR needs.
a) Hardware b) Software c) Machine d) Specialised Person
2. HRMS include?
a) Processing of Salary b) Attendance of Workers c) Both (a) and (b)
d) None of These
3. CBIS stands for?
a) Computer Based Information System b) Computer Based Intellectual System
c) Computer Based Industrial System d) Computer Based International System
4. Which system is used by the managers to track status of activities and process?
a) Transaction Processing Systems (TPS) b) Decision Support System (DSS)
c) Office Automation Systems (OA) d) Management Information System (MIS)
5. While evaluating software, which point should not be considered?
a) User Friendliness b) Ability to support multi site planning & control
c) Quick Implementation d) Highly expensive
6. Which is the last phase of ERP implementation?
a) Gap Analysis b) Pre-Evaluation Screening c) Post Implementation Phase
d) Testing
7. Team trained for implementation of system should have _____.
a) Right Attitude b) Willing to learn c) Not afraid of technology
d) All of these (a), (b) and (c)
8. Which statutory deductions are deducted at the time of processing payroll?
a) EPF b) TDS c) ESI d) All of these (a), (b) and (c)
9. Identify the correct example of Office Automation (OA)
a) Auto generate email b) E-notice boards c) Both (a) and (b)
d) None of These
10. When data are processed, interpreted, organized, structured or presented so as to make them meaningful or useful, they are called _____.
a) Information b) System c) Resource d) Management

Q.2 Explain HRIS and HRMS. [15 marks]

Or

Q.2 Explain any three types of Computer Based Information Systems. [15 marks]

Q.3 Discuss the significance of Management Information System. [15 marks]

Or

Q.3 Describe the limitations of computerization of HRIS. [15 marks]

Q.4 Explain Project Planning Phase and Gap Analysis under implementation of HRIS (ERP). [15 marks]

Or

Q.4 Explain Re- engineering phase of HRIS (ERP) Implementation and describe Post Implementation Phase. [15 marks]

Q.5 Explain in detail the application of HRIS in Payroll and Training & Development. [15 marks]

Or

Q.5 Write Short Notes (Any 2 out of 4) [15 marks]

- a. Application of HRIS in Human Resource Planning
- b. Application of HRIS in OSHO
- c. Application of HRIS in Recruitment
- d. Application of HRIS in Compensation and Benefits

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(2)