

(6 pages)

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M.B.A. (CBCS) DEGREE EXAMINATION,
NOVEMBER 2023.

Third Semester

Business Administration – Elective

HUMAN RESOURCE INFORMATION SYSTEM

(For those who joined in July 2021-2022)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

1. HR managers are generally the _____ managers:

(a) Line (b) Middle
(c) Staff (d) Top

2. Which of the following is not an advantage of the Human Resource Information System?

(a) Reduction in labour cost
(b) The ability to manage voluminous data
(c) Better supervision and control over the human resources
(d) None of the above

3. Decision-making is a _____ activity.

(a) Intuitive (b) Cognitive
(c) Systematic (d) Analytic

4. The cost of information can be _____.

(a) Costly (b) Valuable
(c) Processing (d) None of the above

5. _____ is the process of assessing one's own strength and weakness.

(a) Managerial ability (b) Forecasting
(c) Self appraisal (d) None of these

6. _____ is the method of elimination.

(a) Recruitment (b) Employment
(c) Selection (d) Appointment



7. Human Resource Management is the process of

- (a) Recruitment and selection
- (b) Analysing the skills
- (c) Workforce utilization
- (d) None of the above

8. Authority and responsibility are _____ to each other.

- (a) Supplementary (b) Complementary
- (c) Contradictory (d) Inconsistent

9. Internet-based training is _____.

- (a) Physical learning (b) Online learning
- (c) Both (a) and (b) (d) None of these

10. The disclosure of employee information to third parties without the permission of the employee is known as _____.

- (a) Unauthorised disclosure
- (b) Unauthorised access
- (c) Worms access
- (d) None of these

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PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).
Each answer should not exceed 250 words.

11. (a) Identify the mechanisms of Human Resource Information system.

Or

(b) Show the advantages of E- Human Resource Management.

12. (a) Determine the information processing in office automation.

Or

(b) Explain the Human Resource Information System an investment.

13. (a) Justify the process of Human Resource Information System.

Or

(b) Evaluate the human resource module on payroll system.

14. (a) Analyse the data capturing for monitoring and review of human resource.

Or

(b) Explain the authority flow of communication process.

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15. (a) Evaluate the security of data in Human Resource Information System.

Or

- (b) Explain the training module for human resource management.

PART C — (5 × 8 = 40 marks)

Answer ALL questions, choosing either (a) or (b)
Each answer should not exceed 600 words.

16. (a) Show the role of information technology for human resource managers.

Or

- (b) Interpret the importance of software packages for Human Resource Information System.

17. (a) Explain the data entry and process procedure in Human Resource Information System.

Or

- (b) Determine the data management process for Human Resource Information System.

18. (a) Evaluate the recruitment and selection module.

Or

- (b) Summarize the training and development module.

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19. (a) Explain the flow of authority and responsibility in organisations.

Or

- (b) Analyse the role of information processing in decision making.

20. (a) Infer the operations of Human Resource Information System module.

Or

- (b) Explain the opportunities for combination of Human Resource Management.
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