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End Semester Examination, December 2024
Program-MBA – IIIrd Semester
HUMAN RESOURCE INFORMATION SYSTEM (MCSP706)

Time: 2.5 hrs.

Max Marks: **50**

Note: *All Questions are compulsory. Marks are indicated against each question.*

PART-A

Q.1 *Attempt any five questions:*

- | | |
|---|---------------|
| (a) What are the functions of HRIS? | [CO-1] [L-] 2 |
| (b) Define Human Resource Metrics | [CO-1] [L-] 2 |
| (c) What do you understand by Training Metrics? | [CO-1] [L-] 2 |
| (d) Define Company Structure | [CO-1] [L-] 2 |
| (e) What is Data Integrity? | [CO-1] [L-] 2 |
| (f) Write in short Employee Engagement | [CO-1] [L-] 2 |
| (g) What is Separation? | [CO-1] [L-] 2 |

2x5

PART-B

- Q.2 Discuss the application of Software and hardware requirement of HRIS.
[CO-2] [L-] 10

OR

How can you apply a strategic approach that actively involves stakeholder in decision making?
[CO-2] [L-] 10

- Q.3 How does the current data in HRIS used in retrieval and analyzing of data for workforce management?
[CO-3] [L-] 10

OR

How would you analyze data integrity in an HRIS and also bring out the key factors taken into consideration?
[CO-3] [L-] 10

- Q.4 In view of any organization analyze the security and privacy issues in an HRIS and suggest ways to mitigate these risks.
[CO-4] [L-] 10

OR

Analyze the practices used in data security and privacy in the HRIS.
[CO- 4] [L-] 10

- Q.5 Evaluate the utility of HRIS in streamlining HR processes and improving employee engagement [CO-5]
[L-] 10

OR

Evaluate the effectiveness of HRIS processes in improving retention of employees in organization. [CO-5] [L-] **10**