



Avinashilingam Institute for Home Science and Higher Education for Women

Deemed to be University Estd. u/s 3 of UGC Act 1956, Category A by MHRD (now MoE)

Re-accredited with A++ Grade by NAAC. CGPA 3.65/4, Category I by UGC

Coimbatore - 641 043, Tamil Nadu, India

Master's Degree Examination – May 2025

II Semester

Class : I M.B.A.

Time: 3 Hours

Major : Information Technology and Systems Management

Max. Marks: 100

24MBMC12 Human Resources Information System and Management

Course Outcomes:

At the end of the course, students will be able to:

CO1: Demonstrate the ability to apply learned knowledge to the real world.

CO2: Exhibit work behaviour with competencies and skill sets to manage disruptions in Knowledge economy.

CO3: Generate reports from HRIS and analyse to solve people management issues.

CO4: Handle cross cultural and team based HR challenges to develop networked and virtual organizations.

CO5: Work as a strategic partner to analyse internal capabilities and create HR as a business enabler.

Part A

10 x 1 = 10

Choose the Correct Answer

1. The primary benefit of using a database in HRIS is
a. Increased paperwork b. Manual processing of employee records
c. Efficient storage and retrieval of HR-related data d. Limited access to employee data CO1K1
2. A key feature of a Strategic HRIS is CO1K2
a. Payroll management b. Workforce analytics
c. Attendance tracking d. Employee grievance handling
3. A barrier to effective manpower planning is CO2K1
a. Lack of HR expertise b. Accurate forecasting
c. Efficient workforce planning d. Employee motivation
4. Which job design approach focuses on making tasks more meaningful and increasing job satisfaction? CO2K2
a. Mechanistic Approach b. Motivational Approach
c. Biological Approach d. Perceptual Approach
5. Which model is commonly used to evaluate the effectiveness of training programs? CO3K2
a. Maslow's Hierarchy of Needs b. Herzberg's Two-Factor Theory
c. Donald Kirkpatrick's Evaluation Model d. McGregor's Theory X and Theory Y
6. The primary objective of onboarding in the placement process is CO3K1
a. To reduce employee turnover b. To increase training costs
c. To discourage new hires from asking questions d. To delay the orientation process
7. Which HR function benefits the most from transaction processing systems? CO4K2
a. Strategic planning b. Employee engagement
c. Payroll and benefits management d. Leadership training
8. An example of an interactive technology used in HRM is CO4K1
a. Payroll software b. Imaging technology
c. Interactive Voice Technology (IVR) d. Training management system

9. Which database management system is commonly used for HRIS to ensure relational data integrity? CO5K2
 a. NoSQL b. Flat File Database
 c. Relational Database Management System (RDBMS) d. Key-Value Store
10. Which IT adoption challenge is primarily related to employees' lack of technical skills? CO5K2
 a. Compliance Issues b. Resistance to Change c. System Scalability d. Lack of Training

Part B **5 x 6 = 30**

Answer ALL questions

Each answer should not exceed 400 words or two pages

- 11.a. Explain the concept of HRIS and its role in HRM. CO1K3
 (or)
 11.b. How has technology influenced HRM practices? CO1K3
- 12.a. Explain the nature of manpower planning. CO2K2
 (or)
 12.b. Discuss competency-based job analysis and its benefits in modern HR practices. CO2K4
- 13.a. Mention the key components of Talent Management and its importance in HR administration. CO3K3
 (or)
 13.b. Identify the different tools used for managing internal and external compensation equity. CO3K4
- 14.a. Bring out the importance of data formats in HRIS. CO4K3
 (or)
 14.b. Describe the key design elements for an effective HRIS system. CO4K4
- 15.a. Explain how HRIS facilitates data sharing between different levels of users and functional units. CO5K3
 (or)
 15.b. Discuss three common problems organizations face during HRIS adoption and their solutions. CO5K3

Part C **5 x 12 = 60**

Answer ALL questions

Question No 20. Case is Compulsory

Each answer should not exceed 800 words or four pages

- 16.a. Discuss the steps in implementing HRIS. CO1K4
 (or)
 16.b. Explain the types of HRIS System and their applications in HRM. CO1K3
- 17.a. Describe the process of manpower planning and the key challenges organizations face in implementing it. CO2K4
 (or)
 17.b. Discuss contemporary issues in HR metrics and workforce analytics. CO2K5
- 18.a. Explain the role of HRIS in Recruitment and Selection in the internet context. CO3K3
 (or)
 18.b. Discuss Donald Kirkpatrick's Evaluation Model for training effectiveness and its application in organizations. CO3K4
- 19.a. Analyze the relevance of decision-making concepts in Information System Design for HRM. CO4K3
 (or)
 19.b. Evaluate the impact of e-enabled HRM services on employee engagement and organizational efficiency. CO4K5
20. **Case Study:(Compulsory question)** CO5K6

Talent Acquisition in a Competitive Market: XYZ Tech, an IT firm, is struggling to attract top talent due to stiff competition from multinational corporations offering higher salaries and better benefits. The HR manager is tasked with finding innovative ways to recruit and retain skilled professionals. How can the HR manager overcome this challenge?
