



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 an 'A++' Grade by NAAC. CGPA 3.65/4, Category I by UGC
Coimbatore - 641 043, Tamil Nadu, India

Continuous Internal Assessment Test II– April 2025
IISEMESTER

Class : I PG
Major : I MBA IT

Time: 2 hours
Maximum Marks: 60

24MBMC12 Human Resources Information Systems and Management

Course Outcomes:

At the end of the course, students will:

1. Demonstrate the ability to apply learned knowledge to the real world.
2. Exhibit work behavior with competencies and skill sets to manage disruptions in Knowledge economy.
3. Generate reports from HRIS and analyse to solve people management issues.
4. Handle cross cultural and team based HR challenges to develop networked and virtual organizations.
5. Work as a strategic partner to analyse internal capabilities and create HR as a business enabler.

Part-A

Choose the Correct Answer

6x1=6

1. _____ is the first level of Donald Kirkpatrick's Evaluation Model
a) Behavior
b) Results
c) Learning
d) Reaction
CO3K1
2. Internal equity in compensation refers to:
a) Ensuring fair pay compared to external market rates
b) Paying all employees the same salary
c) Providing competitive benefits packages
d) Ensuring fair pay among employees within the organization
CO3K2
3. _____ technology enables automated responses to voice commands.
a) Interactive Voice Response (IVR)
b) Data Mining System
c) Blockchain Network
d) Chatbot Interface
CO4K2
4. Human resource analytics focuses on:
a) Predicting customer demand
b) Evaluating employee performance and engagement
c) Managing stock levels
d) Reducing IT expenses
CO4K2
5. An analytical framework in HRIS is primarily used for:
a) Employee engagement events
b) Workforce data analysis and decision-making
c) Company branding campaigns
d) Customer satisfaction surveys
CO5K2
6. One of the following is a key objective of HRIS audit
a) Identify technical bugs only
b) Evaluate system performance and data accuracy
c) Reduce employee salaries
d) Track customer complaints
CO5K2

Part- B

Answer All Questions

Each answer should not exceed 400 words or two pages

3x6=18

- 7.a. Provide a detailed explanation of Donald Kirkpatrick's Four Levels of Evaluation.
(or)
CO3K3
- 7.b. Define and differentiate between monetary and non-monetary benefits. Provide examples of each and explain their role in employee motivation.
CO3K4
- 8.a. Evaluate the advantages and challenges of implementing office automation systems in large organizations.
CO4K4

(or)

- | | | |
|------|---|-------|
| 8.b. | Define transaction processing systems (TPS) and their role in HRIS. | CO4K2 |
| 9.a. | Explain the role of Relational Database Management Systems (RDBMS) in HRIS.
(or) | CO5K3 |
| 9.b. | Explain the purpose and significance of auditing in HRIS. | CO5K3 |

Part-C

Answer All Questions

3x12=36

Each answer should not exceed 800 words or four pages

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|-------|---|-------|
| 10.a. | Explain the components of payroll, including gross pay, deductions, and net pay. Provide an example of how payroll is calculated.
(or) | CO3K5 |
| 10.b. | How can incentive schemes be aligned with organizational goals to enhance employee productivity and motivation? | CO3K3 |
| 11.a. | Discuss the role of Interactive Voice Response (IVR) technology in HR service delivery. How can IVR systems enhance employee experience and streamline HR operations?
(or) | CO4K4 |
| 11.b. | Explain the importance of data security in HRIS. What types of sensitive data are typically stored in an HRIS, and how can it be protected? | CO5K4 |
| 12.a. | Suzuki Motor Corporation, a leading automotive manufacturer, operates on a global scale with thousands of employees. Managing such a large workforce requires an efficient Human Resource Information System (HRIS) to handle employee data, payroll, recruitment, performance management, and compliance. Given the sensitivity of HR data, Suzuki faced challenges in ensuring the security and integrity of its HRIS operations.
Suzuki implemented a robust HRIS to streamline its HR functions. The system was designed to store large volumes of employee data, including personal information, payroll details, performance reports, and training records. However, the risk of data breaches, unauthorized access, and cyber threats posed significant challenges to the security of this system.
Some Security Challenges Faced by Suzuki such as Data Privacy and Confidentiality, lack of adequate access controls could lead to unauthorized personnel accessing sensitive information. Increasing cyberattacks in the automotive sector exposed Suzuki's HRIS to potential breaches. Compliance with international data protection laws like GDPR and Japan's APPI (Act on the Protection of Personal Information) was necessary. Risks of data loss due to system failures or malicious attacks required a reliable backup and recovery mechanism. Suzuki implemented a Role-Based Access Control (RBAC) system within its HRIS to ensure employees had access only to the data necessary for their roles. All sensitive data was encrypted using advanced encryption algorithms during storage and transmission. To prevent unauthorized access, Suzuki introduced Multi-Factor Authentication (MFA) for HRIS login, adding a second layer of security. Suzuki established a routine for security audits and implemented continuous monitoring systems to detect any suspicious activity in real-time. The HRIS was aligned with data protection regulations through regular compliance checks and updates. Suzuki introduced automated data backup solutions and a disaster recovery plan to ensure business continuity in case of system failure. Hence, Employee information remained protected with restricted access and encryption protocols. Suzuki maintained compliance with international data protection laws, reducing legal and financial risks. Real-time monitoring and incident response mechanisms minimized the impact of potential breaches. Automated backups and disaster recovery systems ensured uninterrupted HR operations. Suzuki's strategic approach to HRIS security exemplifies how organizations can protect sensitive employee data while ensuring operational efficiency. By leveraging advanced security measures and adhering to data protection regulations, Suzuki successfully mitigated risks and built a robust HRIS infrastructure. | CO5K6 |

Questions:

1. What challenges did Suzuki face in ensuring the security of its HRIS?
2. How did Suzuki implement Role-Based Access Control (RBAC) in its HRIS?
3. Why is Multi-Factor Authentication (MFA) important for HRIS security?

