

- Q.18 What are the major limitations of HRIS?
- Q.19 Write a short note on talent management modules.
- Q.20 Write a short note on evaluating HRIS performance.
- Q.21 Briefly explain impact of Machine Learning (ML) on HRIS.
- Q.22 Explain in brief Core HRIS modules related to employee payroll.

SECTION-D

Note: Long answer type questions. Attempt any two questions out of three questions. (2x8=16)

- Q.23 What do you mean by HRIS? What are the main types of HRIS?
- Q.24 Explain in detail emerging trends in HRIS architecture.
- Q.25 What are the major components of HRIS? Explain in detail.

No. of Printed Pages : 4
Roll No.

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5th Sem / Business Management (HRM)

Subject : Human Resource Information System

Time : 3 Hrs.

M.M. : 60

SECTION-A

Note: Multiple choice questions. All questions are compulsory (6x1=6)

- Q.1 The primary purpose of HRIS is to:
- a) Store financial data
 - b) Manage employee information and HR functions
 - c) Market products
 - d) Develop software
- Q.2 Which of the following is NOT a function of HRIS?
- a) Recruitment tracking
 - b) Payroll processing
 - c) Financial auditing
 - d) Performance management

- Q.3 Which of the following is an advantage of using HRIS?
- Increased storage space
 - Real-time access to employee data
 - Increased travel expenses
 - Higher employee turnover
- Q.4 Which layer of HRIS architecture typically includes the user interface?
- Application layer
 - Data layer
 - Presentation layer
 - Hardware layer
- Q.5 HRIS can include a module for succession planning. this module helps:
- Prepare for future leadership needs
 - Plan employee benefits
 - Determine tax deductions
 - Manage payroll processing
- Q.6 What is the first step in implementing an HRIS?
- Testing the system
 - Data migration
 - Employee training
 - Requirement analysis and planning

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SECTION-B

- Note:** Objective/ Completion type questions. All questions are compulsory. (6x1=6)
- Q.7 HRIS is mainly used by_____ department of an organization. (Finance / Human Resource)
- Q.8 Data migration and integration is a key component of HRIS implementation. (True/False)
- Q.9 An outdated HRIS can increase system functionality. (True/False)
- Q.10 What is full form of KPI?
- Q.11 Regular updates and access control measures are used to keep HRIS secure. (True/False)
- Q.12 System downtime can affect HR productivity and employee services negatively. (True/False)

SECTION-C

- Note:** Short answer type questions. Attempt any eight questions out of ten questions. (8x4=32)
- Q.13 Write a short note on benefits of HRIS?
- Q.14 What are some data privacy concerns related to HRIS implementation?
- Q.15 Briefly explain HRIS implementation process.
- Q.16 Write a short note on scope of HRIS.
- Q.17 How performance management and HRIS can be interlinked?

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