



**ZIMBABWE EZEKIEL GUTI UNIVERSITY**

**FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS.**

**DEPARTMENT OF ACCOUNTING FINANCE AND HUMAN CAPITAL MANAGEMENT**

**EXAMINATION PAPER**

**COURSE CODE** : CHR 414  
**COURSE TITLE** : HUMAN RESOURCES INFORMATION SYSTEMS  
**DURATION** : 3 HOURS  
**DATE** : 08 DEC 2023  
**SPECIAL REQUIREMENTS** :

**INSTRUCTIONS TO CANDIDATES:**

1. No cell phones are allowed in the examination venue.
2. Answer **QUESTION ONE (1)** and any other **THREE (3)** questions.
3. Begin each question on a new page.
4. The number of marks for each question or part question is shown in brackets [ ]

## **SECTION 1 - COMPULSORY**

### **QUESTION 1**

Your company is planning to implement a new HRIS. Implementing an Human Resource Information System is a big project and a major change for the organization. Discuss the measures that you will take as the Human Resource Manager to reduce resistance to the new Human Resource Information System. **(25 marks)**.

## **SECTION 2**

**ANSWER ANY THREE QUESTIONS.**

### **QUESTION 1**

Justify the need of a Human Resource Information System in an organizations. **(25 marks)**

### **QUESTION 2**

Organizations are using database management system to meet various information needs. Distinguish between a database and a database management system. **(25 marks)**.

### **QUESTION 3**

Explain how databases can support improved Human Resource decision making? **(25 marks)**.

### **QUESTION 4**

Outline the three main goals of Information Security within a Human Resource Information System. **(25 marks)**

**QUESTION 5**

Describe any three functional components of a Human Resource Information System.

**(25 marks)**

**END OF EXAMINATION QUESTION PAPER**

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