



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 : 13 JUN 2024

SPECIAL REQUIREMENTS :

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Answer any **FOUR (4)** questions. (Level 1.1 to level 2.2)
3. Answer **QUESTION ONE (1)** and any other **THREE (3)** questions.
(Level 4.1 and 4.2)
4. Begin each question on a new page.
5. The number of marks for each question or part question is shown in brackets []

ANSWER ANY FOUR (4) QUESTIONS.

Question 1

Case Study:

Imagine you are an HR consultant advising a company on choosing a new HRIS. The company has 500 employees across multiple locations and wants to automate several HR processes, including recruitment, onboarding, and performance management.

- a) Analyze the company's needs and recommend suitable HRIS features. **(10 Marks)**
- b) Compare and contrast two different HRIS options that could fit the company's requirements. **(10 Marks)**
- c) Explain the key considerations for successful HRIS implementation in this scenario. **(5 Marks)**

Question 2

- a) Define HRIS and discuss its benefits for both organizations and employees. **(10 Marks)**
- b) Explain the main modules of an HRIS and their functionalities. **(15 Marks)**

Question 3

Compare and contrast cloud-based and on-premise HRIS solutions. **(25 Marks)**

Question 4

Identify potential challenges associated with implementing a new HRIS and suggest strategies to overcome them. **(25 Marks)**

Question 5

Discuss the role of mobile technology in modern HRIS and its impact on HR processes. **(25 Marks)**

Question 6

- a) Discuss the future of HRIS and how it will impact the way organizations manage their workforce. **(15 Marks)**
- b) Explore the ethical implications of using HRIS data and suggest best practices for responsible data management. **(5 Marks)**
- c) Choose a specific industry and analyze how HRIS can contribute to its unique HR challenges and opportunities. **(5 Marks)**.

END OF EXAMINATION QUESTION PAPER

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