

SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN
(AUTONOMOUS)

(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)

Chromepet, Chennai - 600 044.

M.A. HRM - END SEMESTER EXAMINATIONS - APRIL 2025

SEMESTER - I

24PHRCT1004 - Human Resource Information System

Total Duration : 2 Hrs. 30 Mins.

Total Marks : 60

Section B

Answer any **SIX** questions ($6 \times 5 = 30$ Marks)

1. Describe Human Resource Information System (HRIS) and its significance in modern HR Management.
2. Illustrate the evolution of HRIS and highlight key milestones in its development.
3. Classify the essential components of HRIS design with examples.
4. Interpret different concepts and mechanisms used in HR data management.
5. Explain the major HR modules in HRIS and their functionalities.
6. Apply HRIS in performance appraisal systems with examples.
7. Relate the connection between organizational structure and HRIS.
8. Examine the major threats to information security in HRIS.

Section C

I - Answer any **TWO** questions ($2 \times 10 = 20$ Marks)

9. Illustrate the role of Information Technology (IT) in HRM and its benefits for HR managers.
10. Apply the importance of database management in HRIS with examples.
11. Determine how information systems support HR planning and control in organizations.
12. Evaluate the role of HRIS in monitoring and reviewing employees' behavioral patterns.

II - Compulsory question ($1 \times 10 = 10$ Marks)

13. Assess the common challenges faced during IT adoption in HRIS.
